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Affirmative Action Plan 2001



Illinois Department
of Transportation

Affirmative Action Plan

FY 2001

Cover: This fall color view down Rock Creek in Kankakee River State Park includes a glimpse of a unique suspension bridge that carries a hiking, biking and equestrian trail across the picturesque Rock Creek canyon.

**Printed by the State of Illinois
October 2000
400 copies**



Illinois Department of Transportation

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Illinois Department of Transportation

Office of the Secretary
2300 South Dirksen Parkway/Springfield, Illinois/62764
Telephone 217/782-5597

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM CERTIFICATION

AGENCY ILLINOIS DEPARTMENT OF TRANSPORTATION

ADDRESS 2300 South Dirksen Parkway, Springfield, Illinois 62764

TELEPHONE NUMBER (217) 782-2762

CHIEF EXECUTIVE OFFICER Kirk Brown

EEO/AA OFFICER Nell R. Clay

FINAL AVAILABILITY PERCENT (FAP) (check one)

 Option I - External Workforce data provided by DHR

 X Option II - External Workforce data provided by state entity

This is to certify that the attached document represents the Equal Employment Opportunity/Affirmative Action Program of this agency.

Signature

Chief Executive Officer

Date

Signature

EEO/AA Officer

Date



Illinois Department of Transportation

Office of the Secretary
2300 South Dirksen Parkway/Springfield, Illinois/62764
Telephone 217/782-5597

SECRETARY'S POLICY STATEMENT

Equal Employment Opportunity/Affirmative Action (EEO/AA) is a legal, social and economic necessity for the success of the Illinois Department of Transportation (IDOT). As the Secretary of IDOT, I am committed to the principles, goals and objectives of EEO/AA. Each member of the executive staff, directors, district engineers and other supervisory personnel must share in this commitment and support the legal and moral mandates of EEO/AA for employees of the Illinois Department of Transportation.

IDOT continues to be committed to the concept of equal employment opportunity as a necessary element of basic merit system principles that all persons shall be afforded equal access to positions within the agency. Equal opportunity can best be effected through definitive programmed Affirmative Action. If progress toward achieving equal employment opportunity is to be made, every employee must realize that policies to remove inequalities cannot be merely passive. Positive steps must be taken to remove conditions which could result in unlawful employment discrimination and/or harassment.

The major emphasis of this Affirmative Action Plan is to continue to recognize and remove artificial employment practices that could operate disadvantageously for an identifiable protected group of persons and to apply good faith efforts to seek out, employ, train and promote under-represented protected group members within and into IDOT's workforce. As Secretary of this Department, I believe that an effective Affirmative Action Program not only benefits those who could have been denied equal employment opportunity but also will benefit those programs and services which could have underutilized useful talents, resources and skills especially among women, minorities and the disabled.

All personnel transactions regarding recruitment, hiring, training, suspension, discharge, promotion, demotion, discipline, layoff, and awarding of leaves and benefits must be made in a nondiscriminatory

manner. Management personnel is responsible for handling all of the above-mentioned transactions in an equitable, consistent, and unbiased manner.

Legal mandates provided by the Americans with Disabilities Act (ADA) of 1990 are designed to protect and enhance the rights of individuals with disabilities in all aspects of their lives. The ADA prohibits discrimination against qualified individuals with a disability, requires the Department to provide reasonable accommodation, prohibits the denial of services or benefits because of a disability, requires technological accommodations and provides protection from retaliation against those who exercise their rights under the ADA.

This departmental policy extends to all activities and programs which are conducted statewide by other agencies, institutions, organizations or political subdivisions where service and/or financial assistance are made available by the Department through contracts or other arrangements using federal or state funds.

The Civil Rights Officer has been assigned the responsibility to guide the Department's efforts toward carrying out the mandates of this policy and to report progress or lack thereof to the Director of Finance and Administration and the Secretary of IDOT.

This policy statement is designed to express the Illinois Department of Transportation's intent and commitment to comply with the legal and moral requirements of federal and state civil rights laws and executive orders.

A handwritten signature in black ink, appearing to read 'Kirk Brown', with a long horizontal flourish extending to the right.

Kirk Brown
Secretary

PART I



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway/Springfield, Illinois/62764

AGENCY PROFILE

A. History

The Illinois Department of Transportation was created by the General Assembly on January 1, 1972. It replaced the Department of Public Works and Buildings, which was created in 1917. Prior to that, transportation services were handled by the State Highway Commission, which was created in 1905. Today, the Department is a multi-modal transportation agency with various levels of responsibility for highways and bridges, public transit, aeronautics, rail freight and passenger transportation, and traffic safety.

The cornerstone of the state's transportation network is comprised of 17,100 miles of state-administered highways which include 2,050 interstate miles. The Department also oversees the second largest air transportation system in the nation, with 118 airports serving the general public, which includes O'Hare International in Chicago, the world's busiest airport.

The nearly 7,500 miles of railroad track make the rail system the nation's second largest. Two of the country's busiest rail freight terminals are in Chicago and the East St. Louis region. One of Amtrak's national rail passenger service hubs is in Chicago with trains on ten regional and transcontinental routes providing service every weekday to cities in Illinois and destinations beyond. The state supports supplemental service in four intercity corridors between Chicago and St. Louis, Carbondale, Quincy and Milwaukee. The public transit system in the Chicago metro area is one of the nation's largest, carrying approximately 600 million passengers each year on buses, commuter rail, and rapid transit. An additional 40 downstate transit systems provide services to metropolitan, small urban, rural areas and downstate passengers.

Illinois has more than 2,000 miles of dedicated bikeways for its four million bicyclists, with more than 1,000 miles in northeastern Illinois. More than 100,000 miles of the 139,000 miles of Illinois highways, streets and roads also are suitable for bicycling. In many areas of the state, these networks provide access to public transportation.

Illinois is uniquely situated to be a leader in transportation because of its geographical location, industrial and agricultural base, and urban concentration. Illinois lies at the heart of the nation's interstate highway system. Three coast-to-coast interstates (I-70, I-80, I-90) pass through the state. Major east/west and north/south routes provide direct highway access to every point in the country.

Illinois' multi-modal and balanced transportation system provides an infrastructure that is basic to a healthy economy and society. Extensive transportation investments over the years continue to make significant contributions to the social and economic future of the state and nation.

B. Objectives

The major objective of the Department is to ensure that all the transportation systems in Illinois are developed and maintained to provide for the safe and efficient movement of people and products. In addition, the Department is charged with allocating public resources and setting policy which will lead to a balanced and coordinated transportation system.

The Department accomplishes these objectives by carrying out its responsibility for statewide transportation planning; the allocation of resources and funds; development, construction, operation, and maintenance of transportation facilities; and administration of grants and programs to local units of government.

C. Organization

Under the umbrella of the Department are the following Offices/Divisions: Office of the Secretary, Office of Chief Counsel, Office of Finance and Administration, Office of Inter-Governmental Affairs, Office of Planning and Programming, Office of Public Affairs, Office of Quality Compliance and Review, Division of Aeronautics, Division of Highways, Division of Public Transportation and Division of Traffic Safety.

Office of the Secretary is responsible for guiding all of the Department's activities including personnel administration and the development and implementation of transportation policies, programs and activities. The Secretary carries out that accountability by delegating the appropriate authority and responsibility to the directors of the various divisions and offices.

Office of Chief Counsel is responsible for providing legal counsel to the Department on both policy issues and proposed actions affecting any of the divisions or offices. The Office is also responsible for all litigation involving the Department in cooperation with the Attorney General.

Office of Finance and Administration is responsible for developing and administering the Department's budget, managing the personnel system, providing accounting and auditing functions to ensure sound fiscal management, and providing centralized business services for all Department facilities.

Office of Inter-Governmental Affairs is responsible for developing policy goals and positions and developing state legislative programs and strategies. The objective is to ensure that departmental policy and actions, as well as state legislation, consistently support and enhance Illinois' transportation interests.

Office of Planning and Programming is responsible for developing plans and programs aimed at improving the state's transportation system. This includes working with metropolitan planning organizations to develop plans and programs for urban transportation, monitoring the physical condition of the transportation system, assessing the need for improvement, and evaluating proposals for major investments in the system. The Office is also responsible for administering the state rail passenger and freight assistance programs and for developing federal policy and legislative agenda.

Office of Public Affairs is responsible for developing and implementing the public affairs policies, plans, and programs. The primary objectives are to ensure adequate information toward increasing public involvement in the transportation planning process, assist the news media in the coverage of agency activities, and increase the Department's sensitivity to the public and public opinion.

Office of Quality Compliance and Review is responsible for ensuring quality in the construction of the state's highways and airports and for improving service to the public.

Division of Aeronautics is responsible for coordinating and implementing programs concerning air safety, airport planning, and construction. In addition, the Division provides emergency medical transportation services, sponsors air safety education programs and conducts airport inspections.

Division of Highways is responsible for developing, maintaining, and operating the state highway system in a timely, efficient, and economical manner. The central bureaus of the Division are responsible for developing policies, procedures, standards, and guidelines to accomplish the Department's highway system improvement objectives. The central bureaus monitor District programs to ensure statewide uniformity of policy interpretation and compliance and to ensure program coordination with federal, state, and local agencies.

Division of Public Transportation is responsible for providing technical assistance and administering state and federal funding to public transit systems throughout the state. This includes the three bus and rail transit systems under the Regional Transportation Authority in northeastern Illinois. The funding administered by the Department provides both capital and operating grants. In addition, the Division assists non-profit agencies throughout the state in the purchase of special transit vehicles and equipment to serve elderly and individuals with disabilities.

Division of Traffic Safety is responsible for providing motorists, cyclists, and pedestrians with the safest possible highway environment by concentrating available money in the most cost-efficient manner in an effort to reduce accidents, injuries, and fatalities. The Division is responsible for the development and promulgation of regulations in the areas of accident reporting, hazardous materials, vehicle inspection, safety, cycle rider training, and federal highway safety grants.

D. Areas to be Addressed

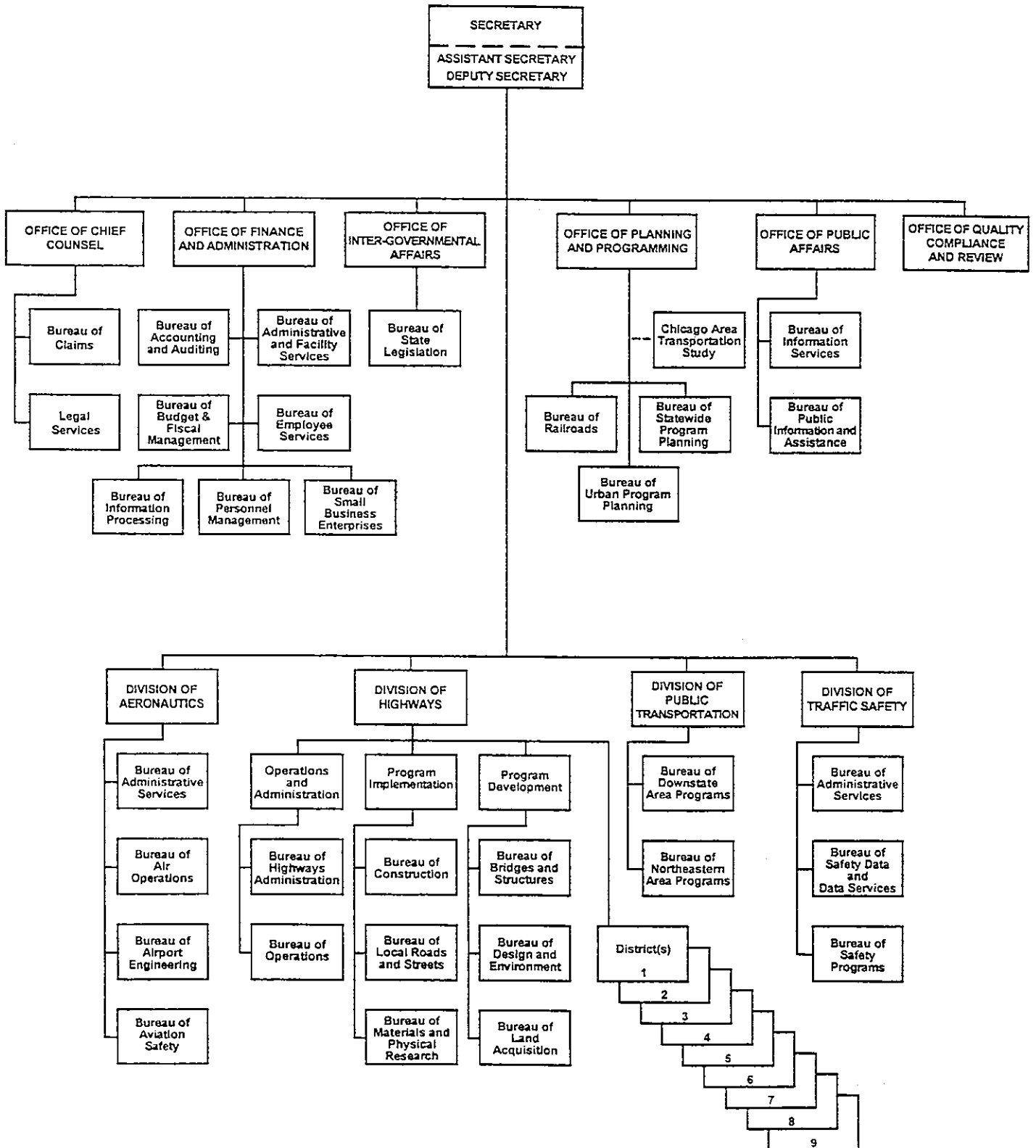
For several consecutive years (specifically 1991–2000) the Illinois Department of Transportation (IDOT) has identified continuous adverse impacts relative to the suspension rate of minority male maintenance workers (principally in IDOT's District 1). These adverse impacts have been documented in IDOT's Title VII Plan Update submitted to the Federal Highway Administration (FHWA). Adverse impact has also been noted in the Illinois Department of Human Rights' (IDHR) quarterly reviews.

IDOT has secured a consultant to conduct a compliance review to determine if the identified adverse impacts are a result of disparate treatment.

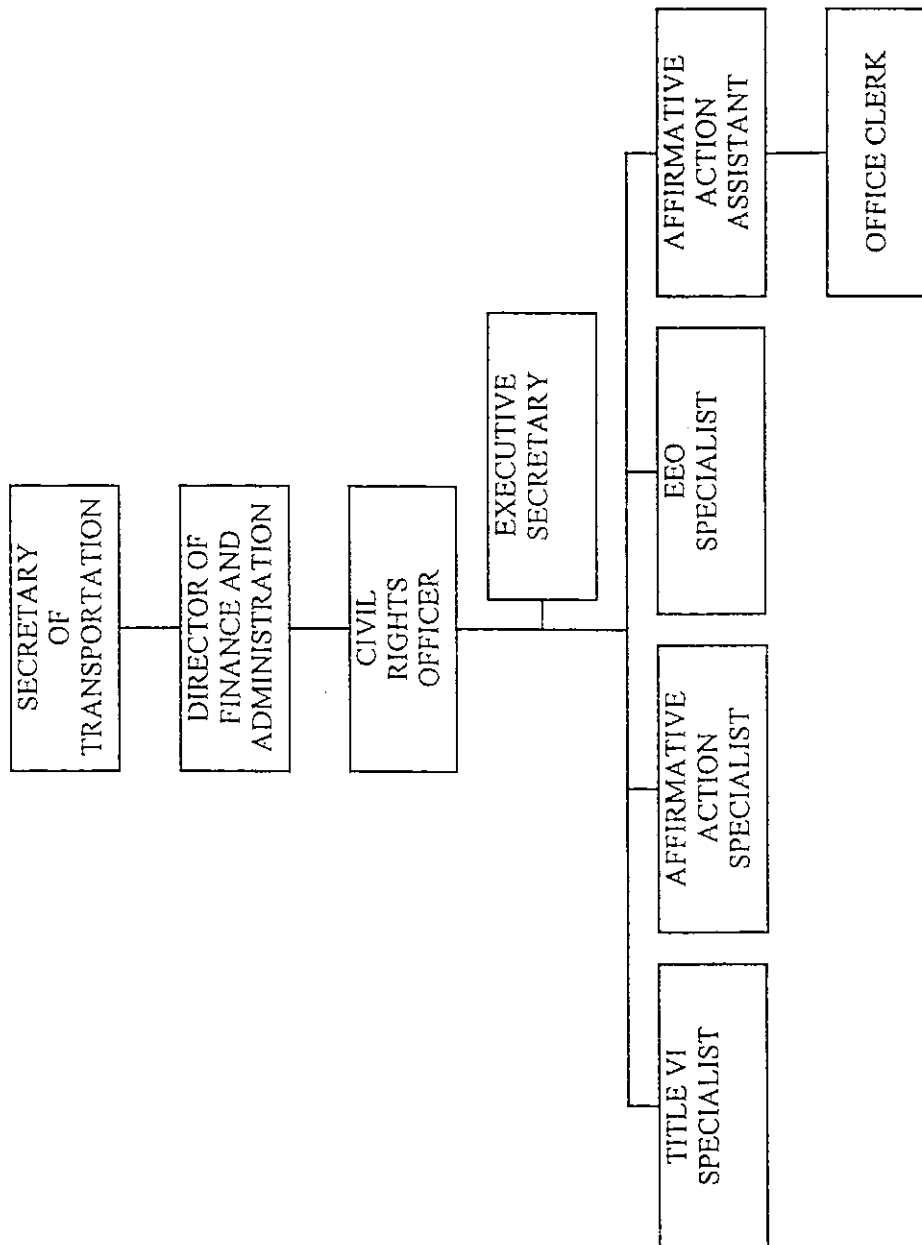
The Department of Transportation will demonstrate a good-faith effort to decrease underutilization. This will be accomplished by remaining cognizant of the need to employ qualified minorities and females within EEO categories as they are underutilized.



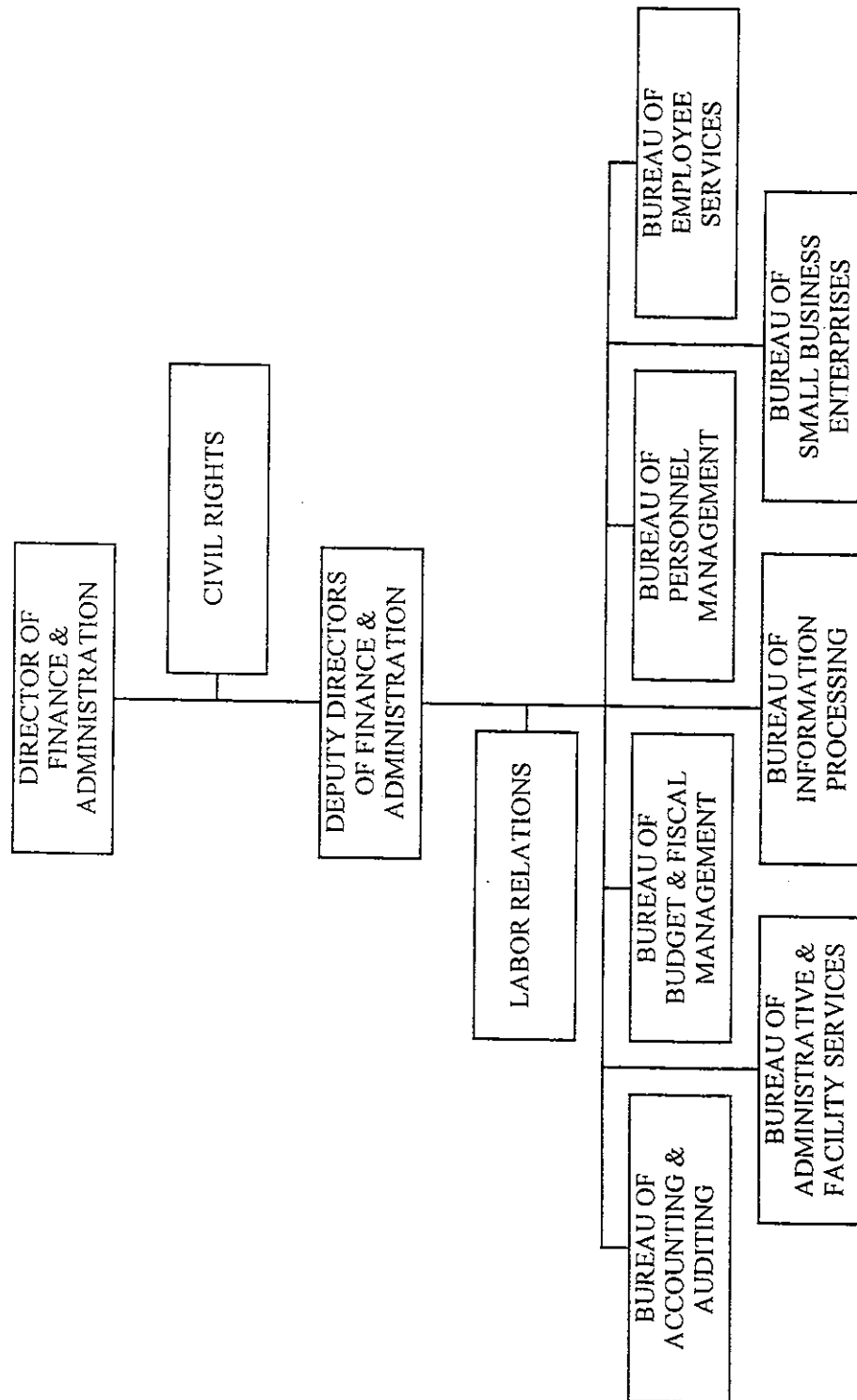
Illinois Department of Transportation



Illinois Department of Transportation
Civil Rights Office



*Illinois Department of Transportation
Office of Finance and Administration*





Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway/Springfield, Illinois/62764

RESPONSIBILITY FOR IMPLEMENTATION ILLINOIS DEPARTMENT OF TRANSPORTATION AFFIRMATIVE ACTION PLAN

The ultimate responsibility of achieving equal employment opportunities for all Illinois Department of Transportation employees through affirmative programs rests with the Secretary of the Department, Kirk Brown. This responsibility is dictated by law as well as principles of sound public administration.

The Director of Finance and Administration has been assigned the responsibility of monitoring the Department's Civil Rights Program. The Civil Rights' staff reports to the Director of Finance and Administration, Randy K. Vereen. He supervises the designated Civil Rights Officer for the Department of Transportation, Nell R. Clay. The Civil Rights Office is located on the first level of the Department of Transportation, Harry R. Hanley Building, Room 118, 2300 South Dirksen Parkway, Springfield, Illinois 62764. The telephone number for the Civil Rights Office is (217) 782-2762.

There are two professionals, one paraprofessional and one clerical support staff currently employed in the Civil Rights Office. The positions include a Title VI Specialist, Terry Ransom; an Affirmative Action Specialist, Jan Fuller-Johnson; a Management Technician II, Christi Conover; and an Executive Secretary, Vicki Bault.

By statute, the Civil Rights Officer is assigned the responsibility of guiding the Department's efforts toward carrying out the mandates of state and federal laws relative to Civil Rights. The duties of the Civil Rights Office personnel include but are not limited to those delineated in Section 2520.780 of the Illinois Administrative Code and the Rules and Regulations of the Illinois Department of Human Rights (IDHR).

Responsibilities of EEO Officers - Each EEO Officer shall have the following responsibilities within his/her agency in addition to those enumerated in the Act or elsewhere in these regulations:

1. to develop the agency's Affirmative Action Plan, goals and objectives.
2. to assist in identifying and solving EEO problems.
3. to design and implement internal audits and reporting systems for measuring the effectiveness of agency programs, indicating need for remedial action, and determining the degree to which the agency's goals and objectives have been attained.
4. to serve as liaison between the agency and EEO enforcement authorities.
5. to serve as liaison between the agency, minority, women, and handicap organizations.
6. to inform management of developments in the EEO field.
7. to regularly confer with managers, supervisors, and employees to ensure that the agency's EEO policies are observed.
8. to assist in the evaluation of employees and job applicants so that minorities, women, and the disabled persons are given equal opportunity.
9. to advise managers and supervisors whether their employment practices comply with the Illinois Human Rights Act.
10. to report to the IDHR all internal and external complaints of discrimination against the agency.
11. to assist in the investigation of internal and external complaints of discrimination as specified in Section 2520.790 of the IDHR Rules and Regulations.
12. at the request of the agency's Chief Executive Officer, to direct agency staff in taking appropriate action to correct discriminatory practices identified by the Department and to report to the Chief Executive Officer and the IDHR on the progress of action taken.

13. in conjunction with the filing of Quarterly Reports, to submit recommendations to the Chief Executive Officer and the IDHR for improvement to the agency's Affirmative Action Plan.
14. to immediately notify the Chief Executive Officer and the IDHR when unable to resolve employment practices or conditions which have or tend to have a disparate impact on minorities, women, or the disabled.
15. if the agency is in noncompliance as described in Section 2520.795, to work with Central Management Services to develop programs to train staff in hiring and promotional practices, and to notify the IDHR of such training.

Other duties designated by the Rules and Regulations of the Department of Human Rights in Section 2520.770 include the following:

Quarterly Reports - After the end of each fiscal quarter, the Civil Rights Officer shall file with the IDHR a report signed by the Chief Executive Officer.

Annual Report - After each fiscal year, the Civil Rights Officer must submit to the IDHR a yearly report accumulating data from the previous year.

Position Vacancies - Each state agency shall maintain a centralized record detailing all its current and anticipated job openings and indicating for each such opening the job title, EEO job category, pay grade or merit compensation level, and geographical location. This information shall be supplied to the agency's Civil Rights Officer and to the IDHR upon request.

Layoff Reports - A state agency shall prepare a report outlining any plans for the layoff of the incumbent employees. The report shall be prepared and submitted to the agency's Civil Rights Officer and the IDHR. The agency's Civil Rights Officer shall review the layoff plan to determine if it will have a disparate impact upon minorities, women, or the handicapped and shall submit a written report to the Director and to the IDHR.

Affirmative Action Plan - Every state agency's Civil Rights Officer is responsible for developing a written Affirmative Action Plan conforming to the requirements designated by the Rules and Regulations of the IDHR. The Plan must be reviewed and updated annually and submitted to the IDHR for approval.

Reorganization Reports - Any state agency which proposes to reorganize its workforce in such a fashion as to significantly change lines of authority, wages, or job duties and descriptions on an agency-wide basis, or throughout any bureau, division or unit of the agency, shall prepare a reorganization plan and submit it to the agency's Civil Rights Officer at least thirty (30) days prior to implementation. The agency's Civil Rights Officer shall review the plan to determine whether it will have a disparate impact upon minorities, women or the handicapped and shall submit a report summarizing that analysis within fifteen (15) days after receipt of the plan to the agency's Chief Executive Officer and the IDHR.

Hiring and Promotion Monitor - A hiring and promotion monitor shall be completed on all hires and promotions, indicating the EEO job category and classifications of the position and whether the category is currently underutilizing any of the affirmative action groups which have designated numerical goals and timetables. Hiring and promotion monitors shall be maintained in a confidential file with the Civil Rights Officer.

Exit Questionnaire - Each state agency shall provide an exit questionnaire to all employees at the time of their separation from employment with the agency, whether voluntary or involuntary. The questionnaire shall identify the employee by name and affirmative action group, job title and location, date of separation, and reason(s) for separation, and shall include space for the employee's comments. Completion of the questionnaire shall be at the employee's option. Completed questionnaires shall be forwarded to the agency's Civil Rights Officer.

Section 2-105(4) of the Illinois Human Rights Act dictates additional duties for Agency EEO Officers which include the following:

- (a) Advising the head of the particular state agency with respect to the preparation of equal employment opportunity programs, procedures, regulations, reports, and the agency's Affirmative Action Plan.
- (b) Evaluating in writing each fiscal year the sufficiency of the total agency program for equal employment opportunity and reporting to the head of the agency with recommendations as to any improvement or correction in recruiting, hiring or promotion needed, including remedial or disciplinary action with respect to managerial or supervisory employees who have failed to cooperate fully or who are in violation of the program.

(c) Making changes in recruitment, training and promotion programs and in hiring and promotion procedures designed to eliminate discriminatory practices when authorized.

(d) Evaluating tests, employment policies, practices and qualifications and reporting to the head of the agency and to the Department any policies, practices and qualifications that have unequal impact by race, national origin as required by Department rule, sex or disability or any other category that the Department may require by rule, and to assist in the recruitment of people in underrepresented classifications. This function shall be performed in cooperation with the state Department of Central Management Services.

(e) Making any aggrieved employee or applicant for employment aware of his or her remedies under this Act.

The Personnel Manager, under this Plan, is responsible for the following activities in consultation with the Civil Rights Officer:

1. The development and maintenance of all personnel directives in a manner consistent with applicable laws, regulations, and this Plan.
2. Periodic review of the Department's classification system or procedures, benefit packages, leave policies, training and career development programs, recruitment procedures, and other employment practices to ensure that all such practices and procedures conform with current laws, regulations, and this Plan.

EEO Representatives

The Department's Civil Rights Office located in Springfield, Illinois is the primary contact for addressing allegations of civil rights violations. The Department has identified individuals within the Department's Offices, Divisions, Districts and Bureaus who will work with the Civil Rights Office to resolve allegations of civil rights violations as well as other issues.

Employees may discuss their issues with the EEO Representatives prior to contacting the Civil Rights Office. The EEO Representatives for the Illinois

Department of Transportation are listed below. Unless otherwise noted the address is 2300 South Dirksen Parkway, Springfield, Illinois 62764.

Jan Shank
Bureau of Information
Processing
Room 107
(217) 785-2400
Fax (217) 782-8822

Mary Maley
Bureau of Personnel
Management
Room 114
(217) 782-6520
Fax (782-0931)

Mike Accettura
Labor Relations
Room 114
(217) 782-4056
Fax (217) 782-3260

Fee Habtes
Bureau of Accounting &
Auditing
Room 126
(217) 785-0876
Fax (217) 782-1927

Melinda O'Connor
Bureau of Administrative
& Facility Services
Room 200
(217) 785-1523
Fax (217) 524-3939

Adil Rahman
Bureau of Small Business
Enterprises
Room 319
(217) 782-9377
Fax (217) 785-1524

Debi Iams
Bureau of Budget &
Fiscal Management
Room 317
(217) 782-4111
Fax (217) 524-6441

Marie Malek-Robinson
Bureau of Employee
Services
Room 313
(217) 524-7885
Fax (217) 524-7260

Becky Wilson
Office of Chief Counsel
Room 311
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Fax (217) 524-0823

Daryl Tippin
Office of Inter-
Governmental Affairs
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Fax (217) 782-8809

Nancy O'Neal
Office of Planning &
Programming
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Fax (217) 782-3409

Barbara Welk
Office of Public Affairs
Room 339
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Joanne Mohn
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Donna Leu
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Paul Spitz
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Cathy Holland-Hatcher
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Illinois Department of Transportation

Office of Finance and Administration

2300 South Dirksen Parkway / Springfield, Illinois / 62764

METHODS OF DISSEMINATING THE AGENCY'S AFFIRMATIVE ACTION POLICY AND PLAN

In order to ensure that all employees, applicants, and other interested entities are aware of the Illinois Department of Transportation's Affirmative Action Policy and Plan, the following steps are utilized to disseminate this information internally and externally.

I. Internal Dissemination

A. Affirmative Action Policy

1. A policy of Equal Employment Opportunity and Affirmative Action is stated in the Department's Personnel Policies and Procedures Manual.
2. The Secretary of the Department of Transportation's EEO/AA Policy Statement will be posted on bulletin boards each year throughout IDOT's facilities after approval of the AAP.
3. The fact that the Department of Transportation is an EEO/AA employer and does have an EEO/AA policy will be included in all employee orientation programs.
4. A nondiscrimination clause is included in union agreements.
5. Articles covering the benefits of EEO/AA programs, career promotions, and other items of career interest are to be included in appropriate publications.
6. When employees are featured in product or consumer advertising, in employee handbooks or similar publications, non-minority, minority, and disabled persons will be featured.

7. The Department will continue to apprise all employees of existing EEO/AA programs and afford them the opportunity to benefit from such programs (i.e., tuition reimbursement, training, etc.).
8. The Civil Rights Office disseminates EEO/AA related information to all offices, divisions, districts and maintenance facilities. This information is posted on key bulletin boards on a monthly basis.

B. Affirmative Action Plan

1. IDOT's Affirmative Action Plan is distributed annually to the Secretary of Transportation, all Directors and District Engineers and maintenance facilities.
2. The Affirmative Action Plan is made available to all employees by placing it in a centralized location within each office, division, district, and maintenance facility.
3. IDOT's Affirmative Action Plan is placed in the Illinois Department of Transportation's Library.
4. IDOT's Affirmative Action Plan will be available to LAN users through the Adobe Acrobat software.
5. IDOT staff personnel may receive a copy of the Affirmative Action Plan upon request by contacting the Civil Rights Office.

II. External Dissemination

A. Affirmative Action Policy

1. The Secretary's Policy Statement and the Department's policy regarding Affirmative Action will be distributed to external recruitment sources used by the Department upon request. These sources include colleges, universities, and organizations specializing in the education and employment placement of minorities, women, and disabled individuals.
2. Whenever employees are pictured in Department publications, non-minority, minority and disabled persons will be featured.

3. An EEO clause is placed in all recruitment packets and advertisements for employment.
4. All contractors, sub-contractors, vendors, and suppliers are informed of the Department's EEO/AA policy.

B. Affirmative Action Plan

1. This Affirmative Action Plan is distributed externally to the Illinois State Library, the U. S. Department of Transportation, the Federal Highway Administration, and the Illinois Department of Human Rights.
2. This Affirmative Action Plan is a public document and will be distributed as requested.
3. This Affirmative Action Plan is distributed to the Legislature.
4. This Affirmative Action Plan is available to all recruitment sources.

PART II

Summary of Workforce Analysis by District

Agency: IL Department of Transportation
District: 0/Central Office

Report Date: 4th Quarter - Fiscal Year 2000

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Males:									
White	457	227	90	6	10	19	33	62	904
African American	20	15	6	0	0	1	0	6	48
Hispanic	5	5	0	0	0	0	0	1	11
Asian	14	6	0	0	0	0	0	0	20
Native American	0	0	0	0	0	0	0	0	0
Total Male	496	253	96	6	10	20	33	69	983
Female:									
White	122	160	57	1	72	94	0	2	508
African American	12	10	8	0	5	9	1	1	46
Hispanic	2	5	0	0	0	0	0	0	7
Asian	1	2	0	0	0	0	0	0	3
Native American	1	1	0	0	0	1	0	0	3
Total Female	138	178	65	1	77	104	1	3	567
Grand Total	634	431	161	7	87	124	34	72	1550
Percentages:									
Male	78.2%	58.7%	59.6%	85.7%	11.5%	16.1%	97.1%	95.8%	63.4%
Female	21.8%	41.3%	40.4%	14.3%	88.5%	83.9%	2.9%	4.2%	36.6%
White	91.3%	89.8%	91.3%	100.0%	94.3%	91.1%	97.1%	88.9%	91.1%
African American	5.0%	5.8%	8.7%	0.0%	5.7%	8.1%	2.9%	9.7%	6.1%
Hispanic	1.1%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	1.2%
Asian	2.4%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%
Native American	0.2%	0.2%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.2%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter – Fiscal Year 2000**
District: **1**

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	154	188	89	0	10	8	65	579	1093
African American	7	46	22	0	1	0	6	96	178
Hispanic	2	9	4	0	1	0	4	36	56
Asian	19	46	14	0	1	0	1	0	81
Native American	0	0	0	0	1	0	0	4	5
Total Male	182	289	129	0	14	8	76	715	1413

Female:									
White	19	45	23	0	24	15	0	5	131
African American	3	19	10	0	2	9	0	0	43
Hispanic	0	2	1	0	2	2	0	0	7
Asian	0	4	0	0	2	1	0	0	7
Native American	0	0	0	0	0	0	0	0	0
Total Female	22	70	34	0	30	27	0	5	188

Grand Total	204	359	163	0	44	35	76	720	1601
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Percentages:									
Male	89.2%	80.5%	79.1%	0.0%	31.8%	22.9%	100.0%	99.3%	88.3%
Female	10.8%	19.5%	20.9%	0.0%	68.2%	77.1%	0.0%	0.7%	11.7%
White	84.8%	64.9%	68.7%	0.0%	77.3%	65.7%	85.5%	81.1%	76.5%
African American	4.9%	18.1%	19.6%	0.0%	6.8%	25.7%	7.9%	13.3%	13.8%
Hispanic	1.0%	3.1%	3.1%	0.0%	6.8%	5.7%	5.3%	5.0%	3.9%
Asian	9.3%	13.9%	8.6%	0.0%	6.8%	2.9%	1.3%	0.0%	5.5%
Native American	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	0.6%	0.3%

Summary of Workforce Analysis by District

Agency: IL Department of Transportation Report Date: 4th Quarter – Fiscal Year 2000
District: 2

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	52	98	42	0	23	0	1	236	452
African American	0	4	1	0	0	0	0	4	9
Hispanic	1	1	3	0	0	0	0	2	7
Asian	1	5	0	0	1	0	0	0	7
Native American	0	0	0	0	0	0	0	0	0
Total Male	54	108	46	0	24	0	1	242	475

Female:									
White	5	27	13	0	25	1	0	5	76
African American	0	1	0	0	0	0	0	0	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	5	28	13	0	25	1	0	5	77

Grand Total	59	136	59	0	49	1	1	247	552
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Percentages:									
Male	91.5%	79.4%	78.0%	0.0%	49.0%	0.0%	100.0%	98.0%	86.1%
Female	8.5%	20.6%	22.0%	0.0%	51.0%	100.0%	0.0%	2.0%	13.9%
White	96.6%	91.9%	93.2%	0.0%	98.0%	100.0%	100.0%	97.6%	95.7%
African American	0.0%	3.7%	1.7%	0.0%	0.0%	0.0%	0.0%	1.6%	1.8%
Hispanic	1.7%	0.7%	5.1%	0.0%	0.0%	0.0%	0.0%	0.8%	1.3%
Asian	1.7%	3.7%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	1.3%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter - Fiscal Year 2000**
District: 3

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	50	87	45	0	29	0	2	203	416
African American	0	4	3	0	1	0	0	1	9
Hispanic	1	1	2	0	1	0	0	1	6
Asian	0	1	0	0	1	0	0	0	2
Native American	0	0	0	0	0	0	0	3	3
Total Male	51	93	50	0	32	0	2	208	436
Female:									
White	6	19	4	0	15	3	0	4	51
African American	0	1	0	0	0	0	0	1	2
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	1	0	0	0	0	0	0	1
Native American	0	0	0	0	0	0	0	0	0
Total Female	6	21	4	0	15	3	0	5	54
Grand Total	57	114	54	0	47	3	2	213	490
Percentages:									
Male	89.5%	81.6%	92.6%	0.0%	68.1%	0.0%	100.0%	97.7%	89.0%
Female	10.5%	18.4%	7.4%	0.0%	31.9%	100.0%	0.0%	2.3%	11.0%
White	98.2%	93.0%	90.7%	0.0%	93.6%	100.0%	100.0%	97.2%	95.3%
African American	0.0%	4.4%	5.6%	0.0%	2.1%	0.0%	0.0%	0.9%	2.2%
Hispanic	1.8%	0.9%	3.7%	0.0%	2.1%	0.0%	0.0%	0.5%	1.2%
Asian	0.0%	1.8%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.6%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.6%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter – Fiscal Year 2000**
District: 4

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	45	72	29	0	11	0	2	163	322
African American	3	9	4	0	3	0	0	9	28
Hispanic	0	2	0	0	0	0	0	0	2
Asian	2	0	0	0	0	0	0	0	2
Native American	0	0	0	0	1	0	0	0	1
Total Male	50	83	33	0	15	0	2	172	355

Female:									
White	5	14	11	0	17	3	0	3	53
African American	0	3	2	0	2	0	0	0	7
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	5	17	13	0	19	3	0	3	60

Grand Total	55	100	46	0	34	3	2	175	415
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Percentages:									
Male	90.9%	83.0%	71.7%	0.0%	44.1%	0.0%	100.0%	98.3%	85.5%
Female	9.1%	17.0%	28.3%	0.0%	55.9%	100.0%	0.0%	1.7%	14.5%
White	90.9%	86.0%	87.0%	0.0%	82.4%	100.0%	100.0%	94.9%	90.4%
African American	5.5%	12.0%	13.0%	0.0%	14.7%	0.0%	0.0%	5.1%	8.4%
Hispanic	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Asian	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.2%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter – Fiscal Year 2000**
District: 5

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	45	81	56	0	21	0	3	204	410
African American	1	3	0	0	1	0	0	2	7
Hispanic	0	0	1	0	0	0	0	0	1
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	1	1
Total Male	46	84	57	0	22	0	3	207	419
Female:									
White	4	17	12	0	14	3	0	1	51
African American	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	2
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	4	18	13	0	14	3	0	1	53
Grand Total	50	102	70	0	36	3	3	208	472
Percentages:									
Male	92.0%	82.4%	81.4%	0.0%	61.1%	0.0%	100.0%	99.5%	88.8%
Female	8.0%	17.6%	18.6%	0.0%	38.9%	100.0%	0.0%	0.5%	11.2%
White	98.0%	96.1%	97.1%	0.0%	97.2%	100.0%	100.0%	98.6%	97.7%
African American	2.0%	2.9%	0.0%	0.0%	2.8%	0.0%	0.0%	1.0%	1.5%
Hispanic	0.0%	1.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter – Fiscal Year 2000**
District: 6

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	41	89	64	0	16	0	3	192	405
African American	3	9	9	0	1	0	0	10	32
Hispanic	0	1	0	0	0	0	0	1	2
Asian	1	3	0	0	0	0	0	0	4
Native American	0	1	0	0	0	0	0	0	1
Total Male	45	103	73	0	17	0	3	203	444
Female:									
White	7	18	12	0	10	4	0	2	53
African American	1	1	2	0	1	2	0	0	7
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	2	0	0	0	0	0	2
Native American	0	0	0	0	0	0	0	0	0
Total Female	8	19	16	0	11	6	0	2	62
Grand Total	53	122	89	0	28	6	3	205	506
Percentages:									
Male	84.9%	84.4%	82.0%	0.0%	60.7%	0.0%	100.0%	99.0%	87.7%
Female	15.1%	15.6%	18.0%	0.0%	39.3%	100.0%	0.0%	1.0%	12.3%
White	90.6%	87.7%	85.4%	0.0%	92.9%	66.7%	100.0%	94.6%	90.5%
African American	7.5%	8.2%	12.4%	0.0%	7.1%	33.3%	0.0%	4.9%	7.7%
Hispanic	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%
Asian	1.9%	2.5%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Native American	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter - Fiscal Year 2000**
District: **7**

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	40	64	30	0	13	0	3	152	302
African American	1	2	1	0	0	0	0	2	6
Hispanic	1	1	0	0	0	0	0	0	2
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	2	2
Total Male	42	67	31	0	13	0	3	156	312

Female:									
White	6	7	4	0	13	4	0	0	34
African American	0	1	0	0	0	0	0	0	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	6	8	4	0	13	4	0	0	35

Grand Total	48	75	35	0	26	4	3	156	347
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Percentages:

Male	87.5%	89.3%	88.6%	0.0%	50.0%	0.0%	100.0%	100.0%	89.9%
Female	12.5%	10.7%	11.4%	0.0%	50.0%	100.0%	0.0%	0.0%	10.1%
White	95.8%	94.7%	97.1%	0.0%	100.0%	100.0%	100.0%	97.4%	96.8%
African American	2.1%	4.0%	2.9%	0.0%	0.0%	0.0%	0.0%	1.3%	2.0%
Hispanic	2.1%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.6%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter – Fiscal Year 2000**
District: 8

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	52	112	49	0	11	1	2	268	495
African American	1	14	16	0	1	1	1	16	50
Hispanic	0	0	0	0	1	0	0	1	2
Asian	0	2	0	0	0	0	0	0	2
Native American	0	0	0	0	0	0	0	0	0
Total Male	53	128	65	0	13	2	3	285	549

Female:									
White	9	24	18	0	12	8	0	9	80
African American	0	7	4	0	3	0	0	1	15
Hispanic	0	1	0	0	1	0	0	0	2
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	9	32	22	0	16	8	0	10	97

Grand Total	62	160	87	0	29	10	3	295	646
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Percentages:

Male	85.5%	80.0%	74.7%	0.0%	44.8%	20.0%	100.0%	96.6%	85.0%
Female	14.5%	20.0%	25.3%	0.0%	55.2%	80.0%	0.0%	3.4%	15.0%
White	98.4%	85.0%	77.0%	0.0%	79.3%	90.0%	66.7%	93.9%	89.0%
African American	1.6%	13.1%	23.0%	0.0%	13.8%	10.0%	33.3%	5.8%	10.1%
Hispanic	0.0%	0.6%	0.0%	0.0%	6.9%	0.0%	0.0%	0.3%	0.6%
Asian	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Summary of Workforce Analysis by District

Agency: **IL Department of Transportation** Report Date: **4th Quarter - Fiscal Year 2000**
District: 9

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	31	62	30	0	5	0	2	131	261
African American	0	3	5	0	0	0	0	11	19
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Male	31	65	35	0	5	0	2	142	280
Female:									
White	8	11	10	0	9	1	0	1	40
African American	0	1	1	0	0	0	0	0	2
Hispanic	0	0	0	0	0	0	0	0	0
Asian	1	0	0	0	0	0	0	0	1
Native American	0	0	0	0	0	0	0	0	0
Total Female	9	12	11	0	9	1	0	1	43
Grand Total	40	77	46	0	14	1	2	143	323
Percentages:									
Male	77.5%	84.4%	76.1%	0.0%	35.7%	0.0%	100.0%	99.3%	86.7%
Female	22.5%	15.6%	23.9%	0.0%	64.3%	100.0%	0.0%	0.7%	13.3%
White	97.5%	94.8%	87.0%	0.0%	100.0%	100.0%	100.0%	92.3%	93.2%
African American	0.0%	5.2%	13.0%	0.0%	0.0%	0.0%	0.0%	7.7%	6.5%
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Summary of Workforce Analysis by District

Report Date: 4th Quarter – Fiscal Year 2000

Agency: IL Department of Transportation
District: Agency Total

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	967	1080	524	6	149	28	116	2190	5060
African American	36	109	67	0	8	2	7	157	386
Hispanic	10	20	10	0	3	0	4	42	89
Asian	37	63	14	0	3	0	1	0	118
Native American	0	1	0	0	2	0	0	10	13
Total Male	1050	1273	615	6	165	30	128	2399	5666
Female:									
White	191	342	164	1	211	136	0	32	1077
African American	16	44	27	0	13	20	1	3	124
Hispanic	2	9	2	0	3	2	0	0	18
Asian	2	7	2	0	2	1	0	0	14
Native American	1	1	0	0	0	1	0	0	3
Total Female	212	403	195	1	229	160	1	35	1236
Grand Total	1262	1676	810	7	394	190	129	2434	6902
Percentages:									
Male	83.2%	76.0%	75.9%	85.7%	41.9%	15.8%	99.2%	98.6%	82.1%
Female	16.8%	24.0%	24.1%	14.3%	58.1%	84.2%	0.8%	1.4%	17.9%
White	91.8%	84.8%	84.9%	100.0%	91.4%	86.3%	89.9%	91.3%	88.9%
African American	4.1%	9.1%	11.6%	0.0%	5.3%	11.6%	6.2%	6.6%	7.4%
Hispanic	1.0%	1.7%	1.5%	0.0%	1.5%	1.1%	3.1%	1.7%	1.6%
Asian	3.1%	4.2%	2.0%	0.0%	1.3%	0.5%	0.8%	0.0%	1.9%
Native American	0.1%	0.1%	0.0%	0.0%	0.5%	0.5%	0.0%	0.4%	0.2%

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Official/Administrator

Grand														PERCENTAGES									
MALES														FEMALES									
Transaction	Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA			
New Hires	34	27	24	2	1	0	0	7	7	0	0	0	0	79%	21%	91%	6%	3%	0%	0%			
Promotions	180	143	131	7	1	4	0	37	32	2	2	1	0	79%	21%	91%	5%	2%	3%	0%			
Intra - Agency Transfers																							
Suspensions	4	4	3	1	0	0	0	0	0	0	0	0	0	100%	0%	75%	25%	0%	0%	0%			
Resignations	100	91	82	1	1	6	1	9	9	0	0	0	0	91%	9%	91%	1%	1%	6%	1%			
Discharges	1	1	1	0	0	0	0	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%	0%			
Lay off																							
Downward Allocations																							
Demotions																							
Upward Allocations																							
Superior Performance Increase																							
Exceptional Rating																							
W = White	AA = African American								A = Asian					NA = Native American									

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Office/Clerical

Grand													PERCENTAGES										
MALES													FEMALES										
Transaction	Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA			
New Hires	37	4	3	0	0	1	0	33	28	5	0	0	0	11%	89%	84%	14%	0%	3%	0%			
Promotions	20	0	0	0	0	0	0	20	16	2	0	1	1	0%	100%	80%	10%	0%	5%	5%			
Intra - Agency Transfers																							
Suspensions	7	5	5	0	0	0	0	2	0	2	0	0	0	71%	29%	71%	29%	0%	0%	0%			
Resignations	21	6	5	0	0	1	0	15	13	2	0	0	0	29%	71%	86%	10%	0%	5%	0%			
Discharges	3	1	1	0	0	0	0	2	2	0	0	0	0	33%	67%	100%	0%	0%	0%	0%			
Lay off																							
Downward Allocations																							
Demotions																							
Upward Allocations																							
Superior Performance Increase	3	0	0	0	0	0	0	3	3	0	0	0	0	0%	100%	100%	0%	0%	0%	0%			
Exceptional Rating																							
W = White	AA = African American	H = Hispanic				A = Asian				NA = Native American													

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Para Professional

Grand																				
MALES				FEMALES																
Transaction	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	F	M	W	AA	H	A	NA	
New Hires	153	109	97	5	3	3	1	44	42	1	1	0	0	71%	29%	91%	4%	3%	2%	1%
Promotions	26	5	5	0	0	0	0	21	17	2	1	1	0	19%	81%	85%	8%	4%	4%	0%
Intra - Agency Transfers																				
Suspensions	1	0	0	0	0	0	0	1	1	0	0	0	0	100%	100%	100%	0%	0%	0%	0%
Resignations	25	12	12	0	0	0	0	13	12	1	0	0	0	48%	52%	96%	4%	0%	0%	0%
Discharges	1	0	0	0	0	0	0	1	1	0	0	0	0	100%	100%	100%	0%	0%	0%	0%
Lay off																				
Downward Allocations																				
Demotions																				
Upward Allocations																				
Superior Performance Increase																				
Exceptional Rating																				
W = White	AA = African American	H = Hispanic	A = Asian	NA = Native American																

DHR - (Rev. 4-99)

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Professionals

Grand		MALES						FEMALES						PERCENTAGES							
		Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA	
Transaction	Total	202	132	103	13	6	10	0	70	50	11	6	3	0	65%	35%	76%	12%	6%	6%	0%
New Hires																					
Promotions	284	217	176	27	3	9	2	67	48	15	1	3	0	76%	24%	79%	15%	1%	4%	1%	
Intra - Agency Transfers																					
Suspensions	10	10	0	3	4	1	2	0	0	0	0	0	0	0	100%	0%	0%	30%	40%	10%	20%
Resignations	119	96	83	4	4	4	5	0	23	15	5	1	2	0	81%	19%	82%	8%	4%	6%	0%
Discharges	4	3	3	0	0	0	0	0	1	1	0	0	0	0	75%	25%	100%	0%	0%	0%	0%
Lay off																					
Downward Allocations																					
Demotions																					
Upward Allocations																					
Superior Performance Increase	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0%	100%	100%	0%	0%	0%	0%
Exceptional Rating																					

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Service Maintenance

Grand		MALES							FEMALES							PERCENTAGES						
		Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA		
Transaction																						
New Hires	258	255	227	25	3	0	0	0	3	3	0	0	0	0	99%	1%	89%	10%	1%	0%	0%	
Promotions	24	24	20	3	0	0	0	1	0	0	0	0	0	0	100%	0%	83%	13%	0%	0%	4%	
Intra - Agency Transfers																						
Suspensions	88	87	68	15	2	0	0	2	1	1	0	0	0	0	99%	1%	78%	17%	2%	0%	2%	
Resignations	112	112	110	10	2	0	0	0	0	0	0	0	0	0	100%	0%	89%	9%	2%	0%	0%	
Discharges	14	14	11	3	0	0	0	0	0	0	0	0	0	0	100%	0%	79%	21%	0%	0%	0%	
Lay off																						
Downward Allocations																						
Demotions																						
Upward Allocations																						
Superior Performance Increase																						
Exceptional Rating																						
W = White	AA = African American	H = Hispanic			A = Asian			NA = Native American														

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Skilled Craft

Grand		MALES							FEMALES							PERCENTAGES						
		Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA		
Transaction		6	6																			
New Hires			6	0	0	0	0	0	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%		
Promotions																						
Intra - Agency Transfers																						
Suspensions	1	1	1	0	0	0	0	0	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%		
Resignations	12	12	12	0	0	0	0	0	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%		
Discharges	1	1	1	0	0	0	0	0	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%		
Lay off																						
Downward Allocations																						
Demotions																						
Upward Allocations																						
Superior Performance Increase																						
Exceptional Rating																						
W = White	AA = African American																					

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Technicians

Grand		MALES						FEMALES						PERCENTAGES						
		Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Transaction	Total	65	43	41	2	0	0	0	22	21	1	0	0	0	66%	34%	95%	5%	0%	0%
New Hires																				
Promotions	112	86	69	10	4	3	0	0	26	20	6	0	0	0	77%	23%	79%	14%	4%	3%
Intra - Agency Transfers																				
Suspensions	20	20	10	6	0	4	0	0	0	0	0	0	0	0	100%	0%	50%	30%	0%	20%
Resignations	57	36	31	3	1	1	0	0	21	18	2	0	1	0	63%	37%	86%	9%	2%	4%
Discharges	9	8	3	2	1	2	0	0	1	1	0	0	0	0	89%	11%	44%	22%	11%	22%
Lay off																				
Downward Allocations																				
Demotions																				
Upward Allocations																				
Superior Performance Increase	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0%	100%	100%	0%	0%	0%
Exceptional Rating																				

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Protective Services

Grand		MALES							FEMALES							PERCENTAGES						
		Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA		
Transaction																						
New Hires																						
Promotions	1	1	1	0	0	0	0	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%	0%		
Intra - Agency Transfers																						
Suspensions																						
Resignations																						
Discharges																						
Lay off																						
Downward Allocations																						
Demotions																						
Upward Allocations																						
Superior Performance Increase																						
Exceptional Rating																						
W = White		AA = African American				H = Hispanic			A = Asian					NA = Native American								

Summary of Workforce Transaction Report by EEO Category

Agency: IL Department of Transportation

Reporting Period: Annual 2000

EEO Category: Agency Total

Grand		MALES							FEMALES							PERCENTAGES						
		Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA	
Transaction																						
New Hires	755	576	501	47	13	14	1	179	151	18	6	4	0	76%	24%	86%	9%	3%	2%	0%		
Promotions	647	476	402	47	8	18	1	171	133	27	4	6	1	74%	26%	83%	11%	2%	4%	0%		
Intra - Agency Transfers																						
Suspensions	131	127	90	26	3	6	2	4	2	2	0	0	0	97%	3%	70%	21%	2%	5%	2%		
Resignations	446	365	325	18	8	14	0	81	67	10	1	3	0	82%	18%	88%	6%	2%	4%	0%		
Discharges	34	29	21	5	1	2	0	5	5	0	0	0	0	85%	15%	76%	15%	3%	6%	0%		
Lay off																						
Downward Allocations																						
Demotions																						
Upward Allocations																						
Superior Performance Increase	1	0	0	0	0	0	0	1	1	0	0	0	0	0%	100%	100%	0%	0%	0%	0%		
Exceptional Rating																						

Salary Analysis

Agency: Illinois Department of Transportation

Date as of: July 1, 2000

[-----Males-----] [-----Females-----] [-----Percentage-----]

	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Officials/Managers																				
\$0 - \$9,999																				
\$10,000 - \$19,999																				
\$20,000 - \$29,999																				
\$30,000 - \$39,000	4	4	3	1	0	0	0	0	0	0	0	0	0	100	0	75	25	0	0	0
\$40,000 - \$49,999	313	221	195	18	4	4	0	92	82	8	1	1	0	70.6	29.4	88.5	8.3	1.6	1.6	0
\$50,000 - \$59,999	456	377	343	12	4	18	0	79	74	4	0	1	0	82.7	17.3	91.4	3.5	0.9	4.2	0
\$60,000 - \$69,999	247	221	207	3	0	11	0	26	21	3	1	0	1	89.5	10.5	92.3	2.4	0.4	4.5	0.4
\$70,000 - \$79,999	126	119	113	2	1	3	0	7	7	0	0	0	0	94.4	5.6	95.2	1.6	0.8	2.4	0
\$80,000 - \$89,999	75	69	67	0	1	1	0	6	5	1	0	0	0	92	8	96	1.3	1.3	1.3	0
\$90,000 - \$99,999	34	33	33	0	0	0	0	1	1	0	0	0	0	97.1	2.9	100	0	0	0	0
\$100,000 +	7	6	6	0	0	0	0	1	1	0	0	0	0	85.7	14.3	100	0	0	0	0
Total	1262	1050	967	36	10	37	0	212	191	16	2	2	1	83.20%	16.80%	91.76%	4.12%	0.95%	3.09%	0.08%

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	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Professionals																				
\$0 - \$9,999																				
\$10,000 - \$19,999																				
\$20,000 - \$29,999	14	6	4	2	0	0	0	8	6	1	1	0	0	42.9	57.1	71.4	21.4	7.1	0	0
\$30,000 - \$39,000	705	465	391	44	10	20	0	240	200	28	5	6	1	66	34	83.8	10.2	2.1	3.7	0.1
\$40,000 - \$49,999	736	599	508	58	8	24	1	137	118	15	3	1	0	81.4	18.6	85.1	9.9	1.5	3.4	0.1
\$50,000 - \$59,999	195	177	152	5	2	18	0	18	18	0	0	0	0	90.8	9.2	87.2	2.6	1	9.2	0
\$60,000 - \$69,999	23	23	22	0	0	1	0	0	0	0	0	0	0	100	0	95.7	0	0	4.3	0
\$70,000 - \$79,999	3	3	3	0	0	0	0	0	0	0	0	0	0	100	0	100	0	0	0	0
\$80,000 - \$89,999																				
\$90,000 - \$99,999																				
\$100,000 +																				
Total	1676	1273	1080	109	20	63	1	403	342	44	9	7	1	75.95%	24.05%	84.84%	9.13%	1.73%	4.18%	0.12%

W = White AA = African American H = Hispanic NA = Native American

Salary Analysis

Agency: Illinois Department of Transportation

Date as of: July 1, 2000

[-----Males-----] [-----Females-----] [-----Percentage-----]																				
Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	F	W	AA	H	A	NA		
Technicians																				
\$0 - \$9,999																				
\$10,000 - \$19,999																				
\$20,000 - \$29,999	332	251	194	40	7	10	0	81	67	12	2	0	0	75.6	24.4	78.6	15.7	2.7	3	0
\$30,000 - \$39,000	400	291	257	27	3	4	0	109	93	14	0	2	0	72.8	27.3	87.5	10.3	0.8	1.5	0
\$40,000 - \$49,999	72	67	67	0	0	0	0	5	4	1	0	0	0	93.1	6.9	98.6	1.4	0	0	0
\$50,000 - \$59,999	3	3	3	0	0	0	0	0	0	0	0	0	0	100	0	100	0	0	0	0
\$60,000 - \$69,999	3	3	3	0	0	0	0	0	0	0	0	0	0	100	0	100	0	0	0	0
\$70,000 - \$79,999																				
\$80,000 - \$89,999																				
\$90,000 - \$99,999																				
\$100,000 +																				
Total	810	615	524	67	10	14	0	195	164	27	2	2	0	75.93%	24.07%	84.94%	11.60%	1.48%	1.98%	0.00%

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Protective Services	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA	
	7	6	6	0	0	0	0	1	1	0	0	0	0	85.7	14.3	100	0	0	0	0	

W = White AA = African American H = Hispanic NA = Native American

Salary Analysis

Agency: **Illinois Department of Transportation**

Date as of: **July 1, 2000**

[-----Males-----] [-----Females-----] [-----Percentage-----]

	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Para - Professionals																				
\$0 - \$9,999																				
\$10,000 - \$19,999	11	9	8	1	0	0	0	2	2	0	0	0	0	81.8	18.2	90.9	9.1	0	0	0
\$20,000 - \$29,999	211	144	130	6	3	3	2	67	60	5	1	1	0	68.2	31.8	90	5.2	1.9	1.9	0.9
\$30,000 - \$39,000	160	12	11	1	0	0	0	148	137	8	2	1	0	7.5	92.5	92.5	5.6	1.3	0.6	0
\$40,000 - \$49,999	12	0	0	0	0	0	0	12	12	0	0	0	0	0	100	100	0	0	0	0
\$50,000 - \$59,999																				
\$60,000 - \$69,999																				
\$70,000 - \$79,999																				
\$80,000 - \$89,999																				
\$90,000 - \$99,999																				
\$100,000 +																				
Total	394	165	149	8	3	3	2	229	211	13	3	2	0	41.88%	58.12%	91.37%	5.33%	1.52%	1.27%	0.51%

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	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Office/Clerical																				
\$0 - \$9,999																				
\$10,000 - \$19,999	6	2	2	0	0	0	0	4	3	1	0	0	0	33.3	66.7	83.3	16.7	0	0	0
\$20,000 - \$29,999	171	26	24	2	0	0	0	145	124	17	2	1	1	15.2	84.8	86.5	11.1	1.2	0.6	0.6
\$30,000 - \$39,000	13	2	2	0	0	0	0	11	9	2	0	0	0	15.4	84.6	84.6	15.4	0	0	0
\$40,000 - \$49,999																				
\$50,000 - \$59,999																				
\$60,000 - \$69,999																				
\$70,000 - \$79,999																				
\$80,000 - \$89,999																				
\$90,000 - \$99,999																				
\$100,000 +																				
Total	190	30	28	2	0	0	0	160	136	20	2	1	1	15.79%	84.21%	86.32%	11.58%	1.05%	0.53%	0.53%

W = White AA = African American H = Hispanic NA = Native American

Salary Analysis

Agency: Illinois Department of Transportation

Date as of: July 1, 2000

[-----Males-----] [-----Females-----] [-----Percentage-----]

	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Skilled Craft																				
\$0 - \$9,999																				
\$10,000 - \$19,999																				
\$20,000 - \$29,999	9	9	8	1	0	0	0	0	0	0	0	0	0	100	0	88.9	11.1	0	0	0
\$30,000 - \$39,000	38	38	35	1	1	1	0	0	0	0	0	0	0	100	0	92.1	2.6	2.6	2.6	0
\$40,000 - \$49,999	71	70	62	5	3	0	0	1	0	1	0	0	0	98.6	1.4	87.3	8.5	4.2	0	0
\$50,000 - \$59,999	11	11	11	0	0	0	0	0	0	0	0	0	0	100	0	100	0	0	0	0
\$60,000 - \$69,999																				
\$70,000 - \$79,999																				
\$80,000 - \$89,999																				
\$90,000 - \$99,999																				
\$100,000 +																				
Total	129	128	116	7	4	1	0	1	0	1	0	0	0	99.22%	0.78%	89.92%	6.20%	3.10%	0.78%	0.00%

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	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA
Service/Maintenance																				
\$0 - \$9,999																				
\$10,000 - \$19,999																				
\$20,000 - \$29,999	9	8	7	1	0	0	0	1	1	0	0	0	0	88.9	11.1	88.9	11.1	0	0	0
\$30,000 - \$39,000	534	519	460	49	8	0	2	15	13	2	0	0	0	97.2	2.8	88.6	9.6	1.5	0	0.4
\$40,000 - \$49,999	1891	1872	1723	107	34	0	8	19	18	1	0	0	0	99	1	92.1	5.7	1.8	0	0.4
\$50,000 - \$59,999																				
\$60,000 - \$69,999																				
\$70,000 - \$79,999																				
\$80,000 - \$89,999																				
\$90,000 - \$99,999																				
\$100,000 +																				
Total	2434	2399	2190	157	42	0	10	35	32	3	0	0	0	98.56%	1.44%	91.29%	6.57%	1.73%	0.00%	0.41%

W = White AA = African American H = Hispanic NA = Native American

PART III



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway/Springfield, Illinois/62764

THE FINAL AVAILABILITY ANALYSIS

Introduction

The Illinois Department of Human Rights (IDHR) has developed a methodology for state entities to prepare written Affirmative Action Plans based upon each state entity performing an analysis of its workforce. The objective of this methodology is to provide a responsible way to compare the availability of minorities and females to the workforce of each state entity.

The final availability analysis provides a numerical measure of parity achieved through an analysis of the internal workforce of each state entity and with the availability of the minority groups and females in its appropriate surrounding labor area(s) (districts). The resulting number becomes the ultimate goal of the agency. Comparison of the availability numbers and the actual number of minorities and women currently employed by the agency will indicate whether or not the agency is underutilizing minorities and females and to what extent. Agencies are encouraged to reach 100% parity.

It will be necessary for IDOT to determine the availability of minorities and women in each EEO category for each IDOT district. The sum of the availability for each district will be its overall availability and ultimate goal. Eight factors are used to determine the availability of minorities and females or the affirmative action goal. Two (2) are internal and six (6) are external.

The IDHR provides a guide to determine EEO categories of titles that are promotable into another EEO category. Internal training numbers include all persons attending training conducted by IDOT as well as those persons enrolled in tuition reimbursement programs.

Internal Workforce Analysis

One of the fundamental steps in developing an Affirmative Action Plan is to conduct an in-depth assessment of the personnel workforce by district i.e., distribution of present employees, new hires, promotions, demotions, transfers terminations, superior performance increases and salary comparison by race, sex and EEO category.

The two (2) internal factors used to determine availability are:

- persons promotable within the agency
- internal training

External Labor Force Analysis

The six (6) external factors used to determine availability are:

- Population in Illinois
- Unemployed in the labor area in the district
- Employed in the district
- those having requisite skills in the district
- those having requisite skills in state government in the district
- those persons at institutions in the district that provide training in requisite skills

The internal workforce analysis combined with the external labor force analysis will determine if minorities or females are being underutilized in any EEO category.

Computation of the Final Availability Percentage (FAP) is based upon an eight-factor, two-dimensional mathematical formula. A FAP is calculated for each of the protected class groups (Blacks, Hispanics, Females, Asians and Native Americans) for each of the eight EEO categories for each IDOT district.

Column C is obtained by dividing Column A into Column B. The value weight contained in Column D measures the relevance and importance of the particular factor in the agency's selection process. The value weight is a measure of the importance of available resources. The value weight is a percentage, and the sum of the value weights must total 100% as this is the total resource pool for employee selection. Guidelines for selecting value weights are provided by the IDHR.

The weighted factor contained in Column E is the number received by multiplying Column C by Column D and is also a percentage. The sum of the figures in Column E is the Final Availability Percentage.

Column F indicates the source of the data.

The FAP is achieved by calculating the sum of all weighted factor percentages in Column E.

Calculating Agency Underutilization

● Actual Goal

The determination of whether an agency is underutilizing any protected class is made by performing the following steps:

1. On the Final Availability Summary form, enter the total number of present employees in each EEO job category. When the total number of employees in a certain job category is less than five, underutilization is not calculated.
2. Enter the FAP calculations on the final availability worksheet.
3. Multiply the number of “Present Employees” by the “FAP” and enter the result in the district row.
4. Enter the number of full-time permanent protected class employees.
5. Subtract the “Number of Affirmative Action Group Employed ” from the district number. If the result is a positive number, underutilization exists for the protected class and job category under consideration. This number represents additional persons needed in the category to eliminate facility underutilization for this particular protected class and job category. Enter this number in the column titled “Underutilization.”

Conversely, if the “Number of Affirmative Action Group Employed” is greater than the district number, parity has been achieved and a “P” for Parity is placed in the column titled “Underutilization.”

● Projected Goal

The projected goal is calculated by using the anticipated number of vacancies that will be filled. Projected goals were established to provide state entities an opportunity to set attainable goals.

1. Enter the number of projected vacancies to be filled in the row entitled “Projected Employment Opportunities in Fiscal Year.”
2. Enter the FAP calculated.
3. Multiply the number of “Projected Employment Opportunities in Fiscal Year” by the FAP.
4. Enter the result in the row labeled “Numerical Goal Based on Projection.”

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 0
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	634	431	161	7	87	124	34	72
FAP	4.72	6.12	5.82	8.54	7.01	6.89	4.33	6.77
District	30	26	9	1	6	9	1	5
# of Affirmative Action Group Members Already Employed	32	25	14	0	5	10	1	7
Underutilization	P	1	P	1	P	P	P	P

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: **IL Department of Transportation**
 Affirmative Action Group: HISPANICS

District: 0
 Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	634	431	161	7	.87	124	34	72
FAP	1.07	0.98	1.00	1.28	0.93	0.87	1.30	1.02
District	7	4	2	0	1	1	0	1
# of Affirmative Action Group Members Already Employed	7	10	0	0	0	0	0	1
Underutilization	P	P	2	P	1	1	P	P

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: **IL Department of Transportation**
 Affirmative Action Group: WOMEN

District: 0
 Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	634	431	161	7	87	124	34	72
FAP	41.42	58.75	61.29	32.63	81.63	65.57	12.99	37.76
District	263	253	99	2	71	81	4	27
# of Affirmative Action Group Members Already Employed	138	178	65	1	77	104	1	3
Underutilization	125	75	34	1	P	P	3	24

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: **IL Department of Transportation**
 Affirmative Action Group: ASIANS

District: 0
 Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	634	431	161	7	87	124	34	72
FAP	1.05	1.20	0.66	1.33	0.58	0.49	1.36	0.57
District	7	5	1	0	1	1	0	0
# of Affirmative Action Group Members Already Employed	15	8	0	0	0	0	0	0
Underutilization	P	P	P	P	1	1	P	P

Final Availability Summary

Agency: **IL Department of Transportation**
 Affirmative Action Group: NATIVE AMERICANS

District: 0
 Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	634	431	161	7	87	124	34	72
FAP	0.20	0.19	0.50	0.29	0.33	0.19	0.24	0.24
District	1	1	1	0	0	0	0	0
# of Affirmative Action Group Members Already Employed	1	1	0	0	0	1	0	0
Underutilization	P	P	1	P	P	P	P	P

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	2	0.16	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	15	0.44	Census Data Information
4. Those having requisite skills in the District	38,895	698	1.8%	27	0.48	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	140	5.1%	20	1.02	3 rd Quarter Report (DHR-Q)
6. Those promotable within District	559	39	6.5%	20	1.30	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	344	9.5%	10	0.95	State Board of Higher Education
8. Those persons in the District whom the agency can train	574	25	4.4%	5	0.22	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.72	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	13,832	97	0.7%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,895	126	0.3%	27	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	40	1.5%	20	0.29	3rd Quarter Report (DHR-Q)
6. Those promotable within District	599	10	1.7%	20	0.33	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	50	1.4%	10	0.14	State Board of Higher Education
8. Those persons in the District whom the agency can train	574	7	1.2%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.07	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	2	0.79	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	15	7.01	Census Data Information
4. Those having requisite skills in the District	38,895	12,248	31.5%	27	8.50	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	911	33.2%	20	6.65	3rd Quarter Report (DHR-Q)
6. Those promotable within District	599	244	40.7%	20	8.15	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	3,145	86.4%	10	8.64	State Board of Higher Education
8. Those persons in the District whom the agency can train	574	133	23.2%	5	1.16	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	41.42	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	13,832	41	0.3%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,895	128	0.3%	27	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	27	1.0%	20	0.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District	599	8	1.3%	20	0.27	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	80	2.2%	10	0.22	State Board of Higher Education
8. Those persons in the District whom the agency can train	574	21	3.7%	5	0.18	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.05	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	13,832	52	0.4%	2	0.01	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	38,895	40	0.1%	27	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	6	0.2%	25	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District	599	1	0.2%	20	0.03	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	19	0.5%	10	0.05	State Board of Higher Education
8. Those persons in the District whom the agency can train	574	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.20	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	2	0.16	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	10	0.30	Census Data Information
4. Those having requisite skills in the District	38,659	935	2.4%	22	0.53	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	420	7.1%	25	1.77	3rd Quarter Report (DHR-Q)
6. Those promotable within District	379	29	7.7%	25	1.91	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	783	9.8%	10	0.98	State Board of Higher Education
8. Those persons in the District whom the agency can train	462	29	6.3%	5	0.31	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.12	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	#	#	%	%	%	
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in District	13,832	97	0.7%	3	0.02	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,659	203	0.5%	30	0.16	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	58	1.0%	34	0.33	3rd Quarter Report (DHR-Q)
6. Those promotable within District	379	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	102	1.3%	10	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	462	4	0.9%	5	0.04	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.98	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	#	#	%	%	%	
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	2	0.79	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	10	4.67	Census Data Information
4. Those having requisite skills in the District	38,659	21,882	56.6%	22	12.45	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	3,198	54.0%	25	13.50	3rd Quarter Report (DHR-Q)
6. Those promotable within District	379	247	65.2%	25	16.29	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	6,944	86.8%	10	8.68	State Board of Higher Education
8. Those persons in the District whom the agency can train	462	170	36.8%	5	1.84	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	58.75	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	#	#	%	%	%	
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	13,832	41	0.3%	3	0.01	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,659	348	0.9%	30	0.27	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	86	1.5%	30	0.44	3rd Quarter Report (DHR-Q)
6. Those promotable within District	379	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	136	1.7%	14	0.24	State Board of Higher Education
8. Those persons in the District whom the agency can train	462	10	2.2%	5	0.11	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.20	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	3	0.01	Census Data Information
3. Total employed in District	257,986	472	0.2%	10	0.02	Census Data Information
4. Those having requisite skills in the District	38,659	24	0.1%	25	0.02	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	8	0.1%	30	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	379	1	0.3%	15	0.04	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	32	0.4%	14	0.06	State Board of Higher Education
8. Those persons in the District whom the agency can train	462	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.19	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	118	0.9%	2	0.02	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	10	0.30	Census Data Information
4. Those having requisite skills in the District	11,192	368	3.3%	22	0.72	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	134	6.5%	25	1.61	3rd Quarter Report (DHR-Q)
6. Those promotable within District	218	15	6.9%	20	1.38	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	439	10.1%	15	1.51	State Board of Higher Education
8. Those persons in the District whom the agency can train	150	4	2.7%	5	0.13	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.82	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	13,832	97	0.7%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	11,192	52	0.5%	30	0.14	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	30	1.4%	35	0.51	3rd Quarter Report (DHR-Q)
6. Those promotable within District	218	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	52	1.2%	17	0.20	State Board of Higher Education
8. Those persons in the District whom the agency can train	150	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.00	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	2	0.79	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	10	4.67	Census Data Information
4. Those having requisite skills in the District	11,192	5,419	48.4%	22	10.65	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	1,223	58.9%	25	14.73	3rd Quarter Report (DHR-Q)
6. Those promotable within District	218	182	83.5%	25	20.87	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	3,799	87.2%	10	8.72	State Board of Higher Education
8. Those persons in the District whom the agency can train	150	10	6.7%	5	0.33	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	61.29	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	13,832	41	0.3%	7	0.02	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	11,192	84	0.8%	30	0.23	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	10	0.5%	35	0.17	3rd Quarter Report (DHR-Q)
6. Those promotable within District	218	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	56	1.3%	12	0.15	State Board of Higher Education
8. Those persons in the District whom the agency can train	150	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.66	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	8	0.03	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	11,192	12	0.1%	15	0.02	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	24	1.2%	25	0.29	3rd Quarter Report (DHR-Q)
6. Those promotable within District	218	1	0.5%	20	0.09	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	13	0.3%	12	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	150	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.50	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Protective Services
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	8,622	1,467	17.0%	15	2.55	Census Data Information
3. Total employed in District	154,102	8,959	5.8%	15	0.87	Census Data Information
4. Those having requisite skills in the District	4,772	260	5.4%	15	0.82	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	959	66	6.9%	20	1.38	3rd Quarter Report (DHR-Q)
6. Those promotable within District	317	23	7.3%	30	2.18	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train						
9. *Those transferable from other facilities in District						
				100	8.54	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Protective Services
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	8,622	136	1.6%	35	0.55	Census Data Information
3. Total employed in District	154,102	2,099	1.4%	15	0.20	Census Data Information
4. Those having requisite skills in the District	4,772	42	0.9%	15	0.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	959	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	317	0	0.0%	30	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train						
9. *Those transferable from other facilities in District						
				100	1.28	Final Availability Percent

AGENCY: Illinois Department of Transportation
 Category: Protective Services
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	8,622	3,700	42.9%	15	6.44	Census Data Information
3. Total employed in District	154,102	71,364	46.3%	15	6.95	Census Data Information
4. Those having requisite skills in the District	4,772	718	15.0%	15	2.26	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	959	79	8.2%	30	2.47	3rd Quarter Report (DHR-Q)
6. Those promotable within District	317	185	58.4%	24	14.01	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train						
9. *Those transferable from other facilities in District						
				100	32.63	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Protective Services
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	8,622	154	1.8%	19	0.34	Census Data Information
3. Total employed in District	154,102	3,740	2.4%	35	0.85	Census Data Information
4. Those having requisite skills in the District	4,772	8	0.2%	15	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	959	3	0.3%	30	0.09	3rd Quarterly Report (DHR-Q)
6. Those promotable within District	317	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train						
9. *Those transferable from other facilities in District						
				100	1.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Protective Services
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	8,622	36	0.4%	15	0.06	Census Data Information
3. Total employed in District	154,102	290	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	4,772	16	0.3%	15	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	959	2	0.2%	20	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	317	1	0.3%	30	0.09	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train						
9. *Those transferable from other facilities in District						
				100	0.29	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	5	0.40	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	5	0.15	Census Data Information
4. Those having requisite skills in the District	10,538	608	5.8%	20	1.15	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	102	6.7%	30	2.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District	124	10	8.1%	24	1.94	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	439	10.1%	10	1.01	State Board of Higher Education
8. Those persons in the District whom the agency can train	102	4	3.9%	5	0.20	IDOT/Compensation and Training
				100	7.01	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	13,832	97	0.7%	10	0.07	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	10,538	33	0.3%	25	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	8	0.5%	30	0.16	3rd Quarter Report (DHR-Q)
6. Those promotable within District	124	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	52	1.2%	10	0.12	State Board of Higher Education
8. Those persons in the District whom the agency can train	102	1	1.0%	5	0.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.93	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	5	1.98	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	5	2.34	Census Data Information
4. Those having requisite skills in the District	10,538	9,608	91.2%	20	18.23	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	1,323	87.3%	30	26.18	3 rd Quarter Report (DHR-Q)
6. Those promotable within District	124	104	83.9%	24	20.13	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	3,799	87.2%	10	8.72	State Board of Higher Education
8. Those persons in the District whom the agency can train	102	72	70.6%	5	3.53	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	81.63	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	13,832	41	0.3%	10	0.03	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	10,538	36	0.3%	25	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	5	0.3%	30	0.10	3rd Quarter Report (DHR-Q)
6. Those promotable within District	124	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	56	1.3%	10	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	102	1	1.0%	5	0.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.58	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	10	0.04	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	10,538	11	0.1%	20	0.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	3	0.2%	20	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	124	1	0.8%	20	0.16	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	13	0.3%	10	0.03	State Board of Higher Education
8. Those persons in the District whom the agency can train	102	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Office Clerical
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	10	0.81	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	15	0.44	Census Data Information
4. Those having requisite skills in the District	58,164	1,884	3.2%	30	0.97	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	250	9.1%	35	3.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	90	13	14.4%	5	0.72	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.89	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Office Clerical
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	13,832	97	0.7%	10	0.07	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	58,164	233	0.4%	30	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	15	0.5%	40	0.22	3 rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	90	0	0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.87	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	10	3.97	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	15	7.01	Census Data Information
4. Those having requisite skills in the District	58,164	44,878	77.2%	30	23.15	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	2,125	77.7%	35	27.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	90	30	33.3%	5	1.67	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	65.57	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	13,832	41	0.3%	10	0.03	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	58,164	198	0.3%	35	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	12	0.4%	35	0.15	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	90	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.49	Final Availability Percent

*Because there are no minority figure for factors 6,7, & 8, factors 4 is greater than DHR parameters.

AGENCY: Illinois Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	10	0.04	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	58,164	130	0.2%	35	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	3	0.1%	35	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	90	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.19	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	8,622	1,467	17.0%	5	0.85	Census Data Information
3. Total employed in District	154,102	8,959	5.8%	10	0.58	Census Data Information
4. Those having requisite skills in the District	25,966	389	1.5%	40	0.60	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	309	6	1.9%	30	0.58	3rd Quarter Report (DHR-Q)
6. Those promotable within District	72	7	9.7%	10	0.97	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	3	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	8,622	136	1.6%	15	0.24	Census Data Information
3. Total employed in District	154,102	2,099	1.4%	25	0.34	Census Data Information
4. Those having requisite skills in the District	25,966	75	0.3%	40	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	309	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	72	1	1.4%	15	0.21	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	3	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.30	Final Availability Percent

*Because there are no minority figure for factors 5,7, & 8, factors 2 & 3 are greater than DHR parameters.

AGENCY: Illinois Department of Transportation
 Category: Skilled Craft
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	8,622	3,700	42.9%	5	2.15	Census Data Information
3. Total employed in District	154,102	71,364	46.3%	10	4.63	Census Data Information
4. Those having requisite skills in the District	25,966	1,593	6.1%	35	2.15	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	309	9	2.9%	30	0.87	3rd Quarter Report (DHR-Q)
6. Those promotable within District	72	3	4.2%	15	0.63	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	3	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	12.99	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 * Applicable only to agencies which calculates facility FAPs.

AGENCY: Illinois Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	15	0.37	Census Data Information
2. Unemployed in District	8,622	154	1.8%	15	0.27	Census Data Information
3. Total employed in District	154,102	3,740	2.4%	25	0.61	Census Data Information
4. Those having requisite skills in the District	25,966	64	0.2%	45	0.11	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	309	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	72	0	0.0%	0	0.00	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	3	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.36	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factors 1,2,3 & 4 are greater than DHR parameters.

AGENCY: Illinois Department of Transportation
 Category: Skilled Craft
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	15	0.03	Census Data Information
2. Unemployed in District	8,622	36	0.4%	15	0.06	Census Data Information
3. Total employed in District	154,102	290	0.2%	25	0.05	Census Data Information
4. Those having requisite skills in the District	25,966	57	0.2%	45	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	309	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	72	0	0.0%	0	0.00	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	3	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.24	Final Availability Percent

*Because there are no minority figure for factors 5,6,7, & 8, factors 1,2,3 & 4 are greater than DHR parameters.

AGENCY: Illinois Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	7	1.04	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	35	2.83	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	30	0.89	Census Data Information
4. Those having requisite skills in the District	68,203	2,310	3.4%	9	0.30	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	72	6.7%	14	0.94	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	13	2	15.4%	5	0.77	IDOT/Compensation and Training
9.* Those transferable from other facilities in District						
				100	6.77	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	7	0.55	Census Data Information
2. Unemployed in District	13,832	97	0.7%	35	0.25	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	35	0.14	Census Data Information
4. Those having requisite skills in the District	68,203	294	0.4%	9	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	3	0.3%	14	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	13	0	0.0%	0	0.00	IDOT/Compensation and Training
9.* Those transferable from other facilities in District						
				100	1.02	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	35	13.89	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	35	16.36	Census Data Information
4. Those having requisite skills in the District	68,203	23,362	34.3%	9	3.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	231	21.5%	14	3.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	13	1	7.7%	5	0.38	IDOT/Compensation and Training
9. * Those transferable from other facilities in District						
				100	37.76	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 0
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	13,832	41	0.3%	35	0.10	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	40	0.17	Census Data Information
4. Those having requisite skills in the District	68,203	225	0.3%	15	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	13	0	0.0%	0	0.00	IDOT/Compensation and Training
9.* Those transferable from other facilities in District						
				100	0.57	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 0 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	13,832	52	0.4%	25	0.09	Census Data Information
3. Total employed in District	257,986	472	0.2%	40	0.07	Census Data Information
4. Those having requisite skills in the District	68,203	174	0.3%	10	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	2	0.2%	15	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	13	0	0.0%	0	0.00	IDOT/Compensation and Training
9. * Those transferable from other facilities in District						
				100	0.24	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 1
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	204	359	163	0	44	35	76	720
FAP	17.23	23.04	25.70		32.80	31.04	11.94	27.48
District	35	83	42		14	11	9	198
# of Affirmative Action Group Members Already Employed	10	65	32		3	9	6	96
Underutilization	25	18	10		11	2	3	102

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 1
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	204	359	163	0	44	35	76	720
FAP	4.93	6.07	5.96		8.19	8.74	7.17	12.15
District	10	22	10		4	3	5	88
# of Affirmative Action Group Members Already Employed	2	11	5		3	2	4	36
Underutilization	8	11	5		1	P	1	52

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 1
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	204	359	163	0	44	35	76	720
FAP	35.66	48.33	53.94		74.33	65.22	12.53	37.86
District	73	174	88		33	23	10	273
# of Affirmative Action Group Members Already Employed	22	70	34		30	27	0	5
Underutilization	51	104	54		3	P	10	268

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 1
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	204	359	163	0	44	35	76	720
FAP	6.40	6.63	5.12		3.79	2.48	1.54	2.57
District	13	24	8		2	1	1	18
# of Affirmative Action Group Members Already Employed	19	50	14		3	1	1	0
Underutilization	P	P	P		P	P	P	18

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 1
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	204	359	163	0	44	35	76	720
FAP	0.23	0.28	0.43		0.22	0.26	0.25	0.27
District	0	1	1		0	0	0	2
# of Affirmative Action Group Members Already Employed	0	0	0		1	0	0	4
Underutilization	P	1	P		P	P	P	P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Official/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	2	0.83	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	15	2.45	Census Data Information
4. Those having requisite skills in the District	537,114	47,667	8.9%	22	1.95	U.S Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,249	513	22.8%	25	5.70	3rd Quarter Report (DHR-Q)
6. Those promotable within District	522	97	18.6%	25	4.65	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	130,032	22,290	17.1%	5	0.86	State Board of Higher Education
8. Those persons in the District whom the agency can train	611	79	12.9%	5	0.65	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	17.23	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	2	0.32	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	15	1.42	Census Data Information
4. Those having requisite skills in the District	537,114	23,094	4.3%	22	0.95	U.S Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,249	79	3.5%	25	0.88	3rd Quarter Report (DHR-Q)
6. Those promotable within District	522	16	3.1%	25	0.77	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	130,032	10,939	8.4%	5	0.42	State Board of Higher Education
8. Those persons in the District whom the agency can train	611	13	2.1%	5	0.11	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.93	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	2	0.89	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	15	6.47	Census Data Information
4. Those having requisite skills in the District	537,114	200,904	37.4%	22	8.23	U.S Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,249	973	43.3%	25	10.82	3rd Quarter Report (DHR-Q)
6. Those promotable within District	522	104	19.9%	25	4.98	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	130,032	84,255	64.8%	5	3.24	State Board of Higher Education
8. Those persons in the District whom the agency can train	611	63	10.3%	5	0.52	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	35.66	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Districts: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	256,00	6,297	2.5%	2	0.05	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	15	0.50	Census Data Information
4. Those having requisite skills in the District	537,114	14,835	2.8%	22	0.61	U.S Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,249	94	4.2%	25	1.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	522	64	12.3%	25	3.07	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	130,032	12,058	9.3%	5	0.46	State Board of Higher Education
8. Those persons in the District whom the agency can train	611	79	12.9%	5	0.65	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.40	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	256,000	923	0.4%	3	0.01	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	537,114	721	0.1%	30	0.04	U.S Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,249	7	0.3%	39	0.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	522	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	130,032	381	0.3%	10	0.03	State Board of Higher Education
8. Those persons in the District whom the agency can train	611	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.23	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factor 5 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	2	0.83	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	10	1.63	Census Data Information
4. Those having requisite skills in the District	729,049	80,039	11.0%	22	2.42	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	10,688	4,540	42.5%	25	10.62	3rd Quarter Report (DHR-Q)
6. Those promotable within District	242	44	18.2%	25	4.55	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	243,160	45,443	18.7%	10	1.87	State Board of Higher Education
8. Those persons in the District whom the agency can train	1,131	222	19.6%	5	0.98	iIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	23.04	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	2	0.32	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	10	0.94	Census Data Information
4. Those having requisite skills in the District	729,049	26,008	3.6%	22	0.78	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	10,688	759	7.1%	25	1.78	3rd Quarter Report (DHR-Q)
6. Those promotable within District	242	10	4.1%	25	1.03	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	243,160	21,720	8.9%	10	0.89	State Board of Higher Education
8. Those persons in the District whom the agency can train	1,131	53	4.7%	5	0.23	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.07	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	2	0.89	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	10	4.32	Census Data Information
4. Those having requisite skills in the District	729,049	368,858	50.6%	22	11.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	10,688	6,448	60.3%	25	15.08	3rd Quarter Report (DHR-Q)
6. Those promotable within District	242	91	37.6%	25	9.40	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	243,160	142,895	58.8%	10	5.88	State Board of Higher Education
8. Those persons in the District whom the agency can train	1,131	254	22.5%	5	1.12	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	48.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	256,000	6,297	2.5%	2	0.05	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	10	0.33	Census Data Information
4. Those having requisite skills in the District	729,049	36,112	5.0%	22	1.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	10,688	702	6.6%	25	1.64	3rd Quarter Report (DHR-Q)
6. Those promotable within District	242	18	7.4%	25	1.86	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	243,160	19,871	8.2%	10	0.82	State Board of Higher Education
8. Those persons in the District whom the agency can train	1,131	185	16.4%	5	0.82	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.63	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	256,000	923	0.4%	3	0.01	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	729,049	972	0.1%	30	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	10,688	47	0.4%	15	0.07	3rd Quarter Report (DHR-Q)
6. Those promotable within District	242	1	0.4%	20	0.08	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	243,160	868	0.4%	14	0.05	State Board of Higher Education
8. Those persons in the District whom the agency can train	1,131	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.28	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	2	0.83	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	10	1.63	Census Data Information
4. Those having requisite skills in the District	183,381	20,731	11.3%	22	2.49	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,793	2,030	53.5%	25	13.38	3rd Quarter Report (DHR-Q)
6. Those promotable within District	79	12	15.2%	25	3.80	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	23,153	20.5%	10	2.05	State Board of Higher Education
8. Those persons in the District whom the agency can train	425	117	27.5%	5	1.38	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	25.70	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	2	0.32	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	10	0.94	Census Data Information
4. Those having requisite skills in the District	183,381	8,531	4.7%	22	1.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,793	133	3.5%	25	0.88	3rd Quarter Report (DHR-Q)
6. Those promotable within District	79	5	6.3%	25	1.58	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	10,781	9.5%	10	0.95	State Board of Higher Education
8. Those persons in the District whom the agency can train	425	15	3.5%	5	0.18	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.96	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	2	0.89	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	10	4.32	Census Data Information
4. Those having requisite skills in the District	183,381	66,954	36.5%	22	8.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,793	2,228	58.7%	25	14.68	3rd Quarter Report (DHR-)
6. Those promotable within District	79	57	72.2%	25	18.04	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	70,894	62.7%	10	6.27	State Board of Higher Education
8. Those persons in the District whom the agency can train	425	102	24.0%	5	1.20	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	53.94	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	256,000	6,297	2.5%	2	0.05	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	10	0.33	Census Data Information
4. Those having requisite skills in the District	183,381	10,209	5.6%	22	1.22	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,793	142	3.7%	25	0.94	3rd Quarter Report (DHR-Q)
6. Those promotable within District	79	4	5.1%	25	1.27	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	7,813	6.9%	10	0.69	State Board of Higher Education
8. Those persons in the District whom the agency can train	425	51	12.0%	5	0.60	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.12	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	256,000	923	0.4%	10	0.04	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	183,381	209	0.1%	25	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,793	9	0.2%	15	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	79	1	1.3%	20	0.25	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	487	0.4%	10	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	425	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.43	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	5	20.8	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	5	0.82	Census Data Information
4. Those having requisite skills in the District	80,460	27,300	33.9%	20	6.79	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,312	628	47.9%	30	14.36	3rd Quarter Report (DHR-Q)
6. Those promotable within District	35	9	25.7%	24	6.17	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	23,153	20.5%	10	2.05	State Board of Higher Education
8. Those persons in the District whom the agency can train	115	9	7.8%	5	0.39	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	32.80	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	5	0.81	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	5	0.47	Census Data Information
4. Those having requisite skills in the District	80,460	6,581	8.2%	20	1.64	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,312	103	7.9%	30	2.36	3rd Quarter Report (DHR-Q)
6. Those promotable within District	35	2	5.7%	24	1.37	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	10,781	9.5%	10	0.95	State Board of Higher Education
8. Those persons in the District whom the agency can train	115	12	10.4%	5	0.52	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.19	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	5	2.22	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	5	2.16	Census Data Information
4. Those having requisite skills in the District	80,460	70,667	87.8%	20	17.57	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,312	1,071	81.6%	30	24.49	3rd Quarter Report (DHR-Q)
6. Those promotable within District	35	27	77.1%	24	18.51	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	70,894	62.7%	10	6.27	State Board of Higher Education
8. Those persons in the District whom the agency can train	115	60	52.2%	5	2.61	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	74.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIAN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	256,000	6,297	2.5%	5	0.12	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	5	0.17	Census Data Information
4. Those having requisite skills in the District	80,460	3,863	4.8%	20	0.96	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,312	23	1.8%	30	0.53	3rd Quarter Report (DHR-Q)
6. Those promotable within District	35	1	2.9%	24	0.69	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	7,813	6.9%	10	0.69	State Board of Higher Education
8. Those persons in the District whom the agency can train	115	14	12.2%	5	0.61	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.79	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	256,000	923	0.4%	10	0.04	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	80,460	196	0.2%	25	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,312	3	0.2%	30	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	35	0	0.0%	0	0.00	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District	113,128	487	0.4%	10	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	115	1	0.9%	5	0.04	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.22	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	15	6.24	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	20	3.27	Census Data Information
4. Those having requisite skills in the District	898,863	175,896	19.6%	20	3.91	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,282	1,466	44.7%	35	15.63	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	88	22	25.0%	5	1.25	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	31.04	Final Availability Percent

* Because there are no minority figures for factors 6 & 7, factors 2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	15	2.42	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	20	1.89	Census Data Information
4. Those having requisite skills in the District	898,863	68,406	7.6%	20	1.52	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,282	220	6.7%	35	2.35	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	88	3	3.4%	5	0.17	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.74	Final Availability Percent

* Because there are no minority figures for factors 6 & 7, factors 2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	15	6.65	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	20	8.63	Census Data Information
4. Those having requisite skills in the District	898,863	659,643	73.4%	20	14.68	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,282	2,698	82.2%	35	28.77	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	88	69	78.4%	5	3.92	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	65.22	Final Availability Percent

* Because there are no minority figures for factors 6 & 7, factors 2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	256,000	6,297	2.5%	15	0.37	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	20	0.67	Census Data Information
4. Those having requisite skills in the District	898,863	26,792	3.0%	20	0.60	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,282	57	1.7%	35	0.61	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	88	2	2.3%	5	0.11	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.48	Final Availability Percent

* Because there are no minority figures for factors 6 & 7, factors 2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	256,000	923	0.4%	10	0.04	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	25	0.04	Census Data Information
4. Those having requisite skills in the District	898,863	1,583	0.2%	25	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,282	12	0.4%	35	0.13	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	88	0	0.0%	0	0.00	IIDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.26	Final Availability Percent

* Because there are no minority figures for factors 6 & 7, factors 2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	5	2.08	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	10	1.63	Census Data Information
4. Those having requisite skills in the District	357,647	39,442	11.0%	35	3.86	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	536	29	5.4%	30	1.62	3rd Quarter Report (DHR-Q)
6. Those promotable within District	720	96	13.3%	15	2.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	22	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	11.94	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	5	0.81	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	10	0.94	Census Data Information
4. Those having requisite skills in the District	357,647	41,556	11.6%	30	3.49	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	536	10	1.9%	30	0.56	3rd Quarter Report (DHR-Q)
6. Those promotable within District	720	36	5.0%	15	0.75	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	22	1	4.5%	5	0.23	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	7.17	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	5	2.22	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	10	4.32	Census Data Information
4. Those having requisite skills in the District	357,647	28,220	7.9%	35	2.76	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	536	10	1.9%	30	0.56	3rd Quarter Report (DHR-Q)
6. Those promotable within District	720	5	0.7%	15	0.10	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	22	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	12.53	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	256,000	6,297	2.5%	5	0.12	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	10	0.33	Census Data Information
4. Those having requisite skills in the District	357,647	7,121	2.0%	45	0.90	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	536	1	0.2%	35	0.07	3rd Quarter Report (DHR-Q)
6. Those promotable within District	720	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	22	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.54	Final Availability Percent

*Because there are no minority figures for factors 6, 7 & 8, factors 4 & 5 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Skilled Craft
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	256,000	923	0.4%	5	0.02	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	35	0.06	Census Data Information
4. Those having requisite skills in the District	357,647	672	0.2%	40	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	536	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	720	4	0.6%	15	0.08	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	22	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.25	Final Availability Percent

*Because there are no minority figures for factors 5,7 & 8, factor 3 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	2	0.30	Census Data Information
2. Unemployed in District	256,000	106,431	41.6%	35	14.55	Census Data Information
3. Total employed in District	3,791,437	619,219	16.3%	35	5.72	Census Data Information
4. Those having requisite skills in the District	888,535	181,786	20.5%	9	1.84	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,697	833	30.9%	14	4.32	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	629	95	15.1%	5	0.76	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	27.48	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	2	0.16	Census Data Information
2. Unemployed in District	256,000	41,242	16.1%	35	5.64	Census Data Information
3. Total employed in District	3,791,437	357,705	9.4%	35	3.30	Census Data Information
4. Those having requisite skills in the District	888,535	210,164	23.7%	9	2.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,697	125	4.6%	14	0.65	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	629	35	5.6%	5	0.28	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	12.15	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	256,000	113,463	44.3%	35	15.51	Census Data Information
3. Total employed in District	3,791,437	1,636,205	43.2%	35	15.10	Census Data Information
4. Those having requisite skills in the District	888,535	301,791	34.0%	9	3.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,697	592	22.0%	14	3.07	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	629	11	1.7%	5	0.09	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	37.86	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 1
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	2	0.05	Census Data Information
2. Unemployed in District	256,000	6,297	2.5%	35	0.86	Census Data Information
3. Total employed in District	3,791,437	126,154	3.3%	35	1.16	Census Data Information
4. Those having requisite skills in the District	888,535	29,112	3.3%	9	0.29	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,697	36	1.3%	14	0.19	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	629	1	0.2%	5	0.01	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.57	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 1 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	2	0.00	Census Data Information
2. Unemployed in District	256,000	923	0.4%	35	0.13	Census Data Information
3. Total employed in District	3,791,437	6,780	0.2%	35	0.06	Census Data Information
4. Those having requisite skills in the District	888,535	2,174	0.2%	9	0.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,697	9	0.3%	14	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	629	1	0.2%	5	0.01	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.27	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 2
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	59	136	59	0	49	1	1	247
FAP	4.31	5.33	6.85		9.84			6.79
District	3	7	4		5			17
# of Affirmative Action Group Members Already Employed	0	5	1		0			4
Underutilization	3	2	3		5			13

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 2
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	59	136	59	0	49	1	1	247
FAP	2.34	3.16	4.40		4.39			3.80
District	1	4	3		2			9
# of Affirmative Action Group Members Already Employed	1	1	3		0			2
Underutilization	P	3	P		2			7

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 2
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	59	136	59	0	49	1	1	247
FAP	32.63	50.23	53.08		77.84			39.41
District	19	68	31		38			97
# of Affirmative Action Group Members Already Employed	5	28	13		25			5
Underutilization	14	40	18		13			92

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 2
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	59	136	59	0	49	1	1	247
FAP	2.15	1.62	1.61		1.30			0.74
District	1	2	1		1			2
# of Affirmative Action Group Members Already Employed	1	5	0		1			0
Underutilization	P	P	1		P			2

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 2
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	59	136	59	0	49	1	1	247
FAP	0.22	0.25	0.29		0.41			0.32
District	0	0	0		0			1
# of Affirmative Action Group Members Already Employed	0	0	0		0			0
Underutilization	P	P	P		P			1

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	22,799	2,714	11.9%	2	0.24	Census Data Information
3. Total employed in District	415,926	16,609	4.0%	15	0.60	Census Data Information
4. Those having requisite skills in the District	54,388	986	1.8%	22	0.40	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	345	15	4.3%	25	1.09	3rd Quarter Report (DHR-Q)
6. Those promotable within District	195	6	3.1%	25	0.77	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	16,549	1,777	10.7%	10	1.07	State Board of Higher Education
8. Those persons in the District whom the agency can train	51	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.31	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	22,799	1,156	5.1%	2	0.10	Census Data Information
3. Total employed in District	415,926	12,188	2.9%	15	0.44	Census Data Information
4. Those having requisite skills in the District	54,388	672	1.2%	22	0.27	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	345	5	1.4%	25	0.36	3rd Quarter Report (DHR-Q)
6. Those promotable within District	195	4	2.1%	25	0.51	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	16,549	951	5.7%	10	0.57	State Board of Higher Education
8. Those persons in the District whom the agency can train	51	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.34	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	22,799	9,956	43.7%	2	0.87	Census Data Information
3. Total employed in District	415,926	187,856	45.2%	15	6.77	Census Data Information
4. Those having requisite skills in the District	54,388	17,543	32.3%	22	7.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	345	71	20.6%	20	4.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	195	41	21.0%	25	5.26	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	16,549	12,589	76.1%	10	7.61	State Board of Higher Education
8. Those persons in the District whom the agency can train	51	4	7.8%	5	0.39	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	32.63	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	22,799	163	0.7%	2	0.01	Census Data Information
3. Total employed in District	415,926	3,446	0.8%	15	0.12	Census Data Information
4. Those having requisite skills in the District	54388	373	0.7%	22	0.15	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	345	5	1.4%	20	0.29	3rd Quarter Report (DHR-Q)
6. Those promotable within District	195	5	2.6%	25	0.64	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	16,549	1,171	7.1%	10	0.71	State Board of Higher Education
8. Those persons in the District whom the agency can train	51	2	3.9%	5	0.20	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.15	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	22,799	113	0.5%	10	0.05	Census Data Information
3. Total employed in District	415,926	975	0.2%	20	0.05	Census Data Information
4. Those having requisite skills in the District	54,388	47	0.1%	40	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	345	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	195	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	16,549	61	0.4%	20	0.07	State Board of Higher Education
8. Those persons in the District whom the agency can train	51	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.22	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 1,2,3, 4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	22,799	2,714	11.9%	2	0.24	Census Data Information
3. Total employed in District	415,926	16,609	4.0%	10	0.40	Census Data Information
4. Those having requisite skills in the District	59,303	1,392	2.3%	22	0.52	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,140	110	9.6%	25	2.41	3rd Quarter Report (DHR-Q)
6. Those promotable within District	100	1	1.0%	25	0.25	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,185	2,936	9.7%	10	0.97	State Board of Higher Education
8. Those persons in the District whom the agency can train	190	15	7.9%	5	0.39	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	22,799	1,156	5.1%	2	0.10	Census Data Information
3. Total employed in District	415,926	12,188	2.9%	10	0.29	Census Data Information
4. Those having requisite skills in the District	59,303	803	1.4%	22	0.30	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,140	47	4.1%	25	1.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District	100	3	3.0%	25	0.75	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,185	1,755	5.8%	10	0.58	State Board of Higher Education
8. Those persons in the District whom the agency can train	190	1	0.5%	5	0.03	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.16	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	22,799	9,956	43.7%	2	0.87	Census Data Information
3. Total employed in District	415,926	187,856	45.2%	10	4.52	Census Data Information
4. Those having requisite skills in the District	59,303	31,723	53.5%	22	11.77	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,140	654	57.4%	25	14.34	3rd Quarter Report (DHR-Q)
6. Those promotable within District	100	39	39.0%	25	9.75	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,185	23,877	79.1%	10	7.91	State Board of Higher Education
8. Those persons in the District whom the agency can train	190	21	11.1%	5	0.55	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	50.23	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	22,799	163	0.7%	2	0.01	Census Data Information
3. Total employed in District	415,926	3,446	0.8%	10	0.08	Census Data Information
4. Those having requisite skills in the District	59,303	854	1.4%	22	0.32	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,140	13	1.1%	25	0.29	3rd Quarter Report (DHR-Q)
6. Those promotable within District	100	1	1.0%	25	0.25	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,185	1,484	4.9%	10	0.49	State Board of Higher Education
8. Those persons in the District whom the agency can train	190	6	3.2%	5	0.16	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.62	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	22,799	113	0.5%	3	0.01	Census Data Information
3. Total employed in District	415,926	975	0.2%	15	0.04	Census Data Information
4. Those having requisite skills in the District	59,303	106	0.2%	30	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,140	2	0.2%	29	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District	100	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,185	133	0.4%	20	0.09	State Board of Higher Education
8. Those persons in the District whom the agency can train	190	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.25	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	22,799	2,714	11.9%	10	1.19	Census Data Information
3. Total employed in District	415,926	16,609	4.0%	15	0.60	Census Data Information
4. Those having requisite skills in the District	16,366	398	2.4%	25	0.61	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	515	48	9.3%	15	1.40	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,255	833	9.0%	25	2.25	State Board of Higher Education
8. Those persons in the District whom the agency can train	81	1	1.2%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.85	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	22,799	1,156	5.1%	10	0.51	Census Data Information
3. Total employed in District	415,926	12,188	2.9%	15	0.44	Census Data Information
4. Those having requisite skills in the District	16,366	299	1.8%	25	0.46	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	515	20	3.9%	15	0.58	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,255	473	5.1%	25	1.28	State Board of Higher Education
8. Those persons in the District whom the agency can train	81	12	14.8%	5	0.74	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.40	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	22,799	9,956	43.7%	4	1.75	Census Data Information
3. Total employed in District	415,926	187,856	45.2%	5	2.26	Census Data Information
4. Those having requisite skills in the District	16,366	6,102	37.3%	25	9.32	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	515	246	47.8%	15	7.17	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	26	52.0%	20	10.40	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,255	7,636	82.5%	25	20.63	State Board of Higher Education
8. Those persons in the District whom the agency can train	81	17	21.0%	5	1.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	53.08	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	22,799	163	0.7%	4	0.03	Census Data Information
3. Total employed in District	415,926	3,446	0.8%	5	0.04	Census Data Information
4. Those having requisite skills in the District	16,366	199	1.2%	30	0.36	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	515	4	0.8%	15	0.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	1	2.0%	20	0.40	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,255	235	2.5%	25	0.64	State Board of Higher Education
8. Those persons in the District whom the agency can train	81	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.61	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	22,799	113	0.5%	4	0.02	Census Data Information
3. Total employed in District	415,926	975	0.2%	5	0.01	Census Data Information
4. Those having requisite skills in the District	16,366	31	0.2%	30	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	515	1	0.2%	35	0.07	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,255	48	0.5%	25	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	81	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.29	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	22,799	2,714	11.9%	10	1.19	Census Data Information
3. Total employed in District	415,926	16,609	4.0%	15	0.60	Census Data Information
4. Those having requisite skills in the District	13,350	1,304	9.8%	25	2.44	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	150	17	11.3%	35	3.97	3rd Quarter Report (DHR-Q)
6. Those promotable within District	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,225	833	9.0%	10	0.90	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	9.84	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	22,799	1,156	5.1%	10	0.51	Census Data Information
3. Total employed in District	415,926	12,188	2.9%	15	0.44	Census Data Information
4. Those having requisite skills in the District	13,350	358	2.7%	25	0.67	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	150	8	5.3%	35	1.87	3rd Quarter Report (DHR-Q)
6. Those promotable within District	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,225	473	5.1%	10	0.51	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.39	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	22,799	9,956	43.7%	10	4.37	Census Data Information
3. Total employed in District	415,926	187,856	45.2%	5	2.26	Census Data Information
4. Those having requisite skills in the District	13,350	12,211	91.5%	20	18.29	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	150	126	84.0%	25	21.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	1	1	100.0%	20	20.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,225	7,636	82.8%	10	8.28	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	9	21.4%	5	1.07	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	77.84	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	22,799	163	0.7%	20	0.14	Census Data Information
3. Total employed in District	415,926	3,446	0.8%	25	0.21	Census Data Information
4. Those having requisite skills in the District	13,350	101	0.8%	25	0.19	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	150	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,225	235	2.5%	25	0.64	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.30	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 2,3 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	22,799	113	0.5%	15	0.07	Census Data Information
3. Total employed in District	415,926	975	0.2%	25	0.06	Census Data Information
4. Those having requisite skills in the District	13,350	41	0.3%	20	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	150	1	0.7%	15	0.10	3rd Quarter Report (DHR-Q)
6. Those promotable within District	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	9,225	48	0.5%	20	0.10	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.41	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factors 2 & 3 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	2	0.30	Census Data Information
2. Unemployed in District	22,799	2,714	11.9%	35	4.17	Census Data Information
3. Total employed in District	415,926	16,609	4.0%	35	1.40	Census Data Information
4. Those having requisite skills in the District	130,899	7,479	5.7%	9	0.51	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	560	14	2.5%	14	0.35	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	159	2	1.3%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.79	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	2	0.16	Census Data Information
2. Unemployed in District	22,799	1,156	5.1%	35	1.77	Census Data Information
3. Total employed in District	415,926	12,188	2.9%	38	1.11	Census Data Information
4. Those having requisite skills in the District	130,899	6,772	5.2%	10	0.52	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	560	9	1.6%	15	0.24	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	159	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.80	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	22,799	9,956	43.7%	35	15.28	Census Data Information
3. Total employed in District	415,926	187,856	45.2%	38	17.16	Census Data Information
4. Those having requisite skills in the District	130,899	49,670	37.9%	10	3.79	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	560	80	14.3%	15	2.14	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	159	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	39.41	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 2
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	2	0.05	Census Data Information
2. Unemployed in District	22,799	163	0.7%	35	0.25	Census Data Information
3. Total employed in District	415,926	3,446	0.8%	38	0.31	Census Data Information
4. Those having requisite skills in the District	130,899	1,339	1.0%	10	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	560	1	0.2%	15	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	159	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.74	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 2 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	22,799	113	0.5%	35	0.17	Census Data Information
3. Total employed in District	415,926	975	0.2%	40	0.09	Census Data Information
4. Those having requisite skills in the District	130,899	309	0.2%	10	0.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	560	1	0.2%	5	0.01	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	159	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.32	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 3
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	57	114	54	0	47	3	2	213
FAP	5.35	6.65	9.62		10.21			7.44
District	3	8	5		5			16
# of Affirmative Action Group Members Already Employed	0	5	3		1			2
Underutilization	3	3	2		4			14

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 3
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	57	114	54	0	47	3	2	213
FAP	1.58	1.94	3.35		2.63			2.40
District	1	2	2		1			5
# of Affirmative Action Group Members Already Employed	1	1	2		1			1
Underutilization	P	1	P		P			4

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 3
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	57	114	54	0	47	3	2	213
FAP	33.30	47.32	48.90		82.99			39.93
District	19	54	26		39			85
# of Affirmative Action Group Members Already Employed	6	21	4		15			5
Underutilization	13	33	22		24			80

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 3
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	57	114	54	0	47	3	2	213
FAP	0.97	1.52	2.16		0.99			0.68
District	1	2	1		0			1
# of Affirmative Action Group Members Already Employed	0	2	0		1			0
Underutilization	P	P	1		P			1

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 3
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	57	114	54	0	47	3	2	213
FAP	0.27	0.20	0.18		0.36			0.31
District	0	0	0		0			1
# of Affirmative Action Group Members Already Employed	0	0	0		0			3
Underutilization	P	P	P		P			P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	3	0.44	Census Data Information
2. Unemployed in District	14,078	1,289	9.2%	2	0.18	Census Data Information
3. Total employed in District	267,493	8,295	3.1%	15	0.47	Census Data Information
4. Those having requisite skills in the District	36,061	574	1.6%	30	0.48	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	253	28	11.1%	25	2.77	3rd Quarter Report (DGR-Q)
6. Those promotable within District	168	8	4.8%	20	0.95	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	14,780	178	1.2%	5	0.06	State Board of Higher Education
8. Those persons in the District whom the agency can train	90	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.35	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 Region: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in District	14,078	466	3.3%	2	0.07	Census Data Information
3. Total employed in District	267,493	4,599	1.7%	15	0.26	Census Data Information
4. Those having requisite skills in the District	36,061	139	0.4%	30	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	253	4	1.6%	25	0.40	3rd Quarter Report (DGR-Q)
6. Those promotable within District	168	3	1.8%	20	0.36	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	14,870	438	2.9%	5	0.15	State Board of Higher Education
8. Those persons in the District whom the agency can train	90	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.58	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 Region: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	14,078	6,133	43.6%	2	0.87	Census Data Information
3. Total employed in District	267,493	145,588	54.4%	15	8.16	Census Data Information
4. Those having requisite skills in the District	36,061	11,166	31.0%	22	6.81	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	253	88	34.8%	25	8.70	3rd Quarter Report (DGR-Q)
6. Those promotable within District	168	25	14.9%	25	3.72	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	14,870	12,288	82.6%	5	4.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	90	7	7.8%	5	0.39	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	33.30	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 Region: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	14,078	119	0.8%	2	0.02	Census Data Information
3. Total employed in District	267,493	1,592	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the District	36,061	173	0.5%	30	0.14	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	253	3	1.2%	25	0.30	3rd Quarter Report (DGR-Q)
6. Those promotable within District	168	2	1.2%	20	0.24	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	14,870	343	2.3%	5	0.12	State Board of Higher Education
8. Those persons in the District whom the agency can train	90	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.97	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 Region: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	14,078	56	0.4%	2	0.01	Census Data Information
3. Total employed in District	267,493	436	0.2%	15	0.02	Census Data Information
4. Those having requisite skills in the District	36,061	40	0.1%	30	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	253	1	0.4%	40	0.16	3rd Quarter Report (DGR-Q)
6. Those promotable within District	168	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	14,870	64	0.4%	10	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	90	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.27	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factor 5 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	14,078	1,289	9.2%	2	0.18	Census Data Information
3. Total employed in District	267,493	8,295	3.1%	10	0.31	Census Data Information
4. Those having requisite skills in the District	38,250	930	2.4%	22	0.53	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,085	140	12.9%	25	3.23	3rd Quarter Report (DHR-Q)
6. Those promotable within District	104	4	3.8%	25	0.96	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	21,206	2,424	11.4%	10	1.14	State Board of Higher Education
8. Those persons in the District whom the agency can train	207	6	2.9%	5	0.14	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.65	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	14,078	466	3.3%	2	0.07	Census Data Information
3. Total employed in District	267,493	4,599	1.7%	10	0.17	Census Data Information
4. Those having requisite skills in the District	38,250	223	0.6%	22	0.13	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,085	20	1.8%	25	0.46	3rd Quarter Report (DHR-Q)
6. Those promotable within District	104	3	2.9%	25	0.72	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	21,206	611	2.9%	10	0.29	State Board of Higher Education
8. Those persons in the District whom the agency can train	207	1	0.5%	5	0.02	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.94	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	14,078	6,133	43.6%	2	0.87	Census Data Information
3. Total employed in District	267,493	121,905	45.6%	10	4.56	Census Data Information
4. Those having requisite skills in the District	38,250	21,521	56.3%	22	12.38	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,085	619	57.1%	25	14.26	3rd Quarter Report (DHR-Q)
6. Those promotable within District	104	22	21.2%	25	5.29	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	21,206	17,636	83.2%	10	8.32	State Board of Higher Education
8. Those persons in the District whom the agency can train	207	47	22.7%	5	1.14	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	47.32	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	2	0.05	Census Data Information
2. Unemployed in District	14,078	119	0.8%	3	0.03	Census Data Information
3. Total employed in District	267,493	40	0.0%	10	0.00	Census Data Information
4. Those having requisite skills in the District	38,250	9	0.0%	15	0.00	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,085	29	2.7%	35	0.94	3rd Quarter Report (DHR-Q)
6. Those promotable within District	104	1	1.0%	20	0.19	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	21,206	447	2.1%	10	0.21	State Board of Higher Education
8. Those persons in the District whom the agency can train	207	4	1.9%	5	0.10	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.52	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	14,078	56	0.4%	2	0.01	Census Data Information
3. Total employed in District	267,493	436	0.2%	15	0.02	Census Data Information
4. Those having requisite skills in the District	38,250	35	0.1%	30	0.03	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,085	2	0.2%	32	0.06	3rd Quarter Report (DHR-Q)
6. Those promotable within District	104	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	21,206	88	0.4%	20	0.08	State Board of Higher Education
8. Those persons in the District whom the agency can train	207	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.20	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	14,078	1,289	9.2%	4	0.37	Census Data Information
3. Total employed in District	267,493	8,295	3.1%	15	0.47	Census Data Information
4. Those having requisite skills in the District	10,810	393	3.6%	25	0.91	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,299	395	30.4%	20	6.08	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	1	2.0%	20	0.40	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	324	8.4%	15	1.25	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	9.62	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	14,078	466	3.3%	5	0.17	Census Data Information
3. Total employed in District	267,493	4,599	1.7%	10	0.17	Census Data Information
4. Those having requisite skills in the District	10,810	77	0.7%	20	0.14	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,299	15	1.2%	20	0.23	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	3	6.0%	25	1.50	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	133	3.4%	10	0.34	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	6	8.0%	5	0.40	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.35	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	14,078	6,133	43.6%	5	2.18	Census Data Information
3. Total employed in District	267,493	121,905	45.6%	10	4.56	Census Data Information
4. Those having requisite skills in the District	10,810	4,346	40.2%	20	8.04	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,299	883	68.0%	20	13.60	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	18	36.0%	25	9.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	3,316	85.6%	10	8.56	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	6	8.0%	5	0.40	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	48.90	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	14,078	119	0.8%	4	0.03	Census Data Information
3. Total employed in District	267,493	1,592	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the District	10,810	85	0.8%	25	0.20	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,299	71	5.5%	20	1.09	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	1	2.0%	20	0.40	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	82	2.1%	15	0.32	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.16	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	14,078	56	0.4%	4	0.02	Census Data Information
3. Total employed in District	267,493	436	0.2%	15	0.02	Census Data Information
4. Those having requisite skills in the District	10,810	2	0.0%	30	0.01	U.S. Dept. Of Labor, Report 3
5. Those having requisite skills in the District in state government	1,299	2	0.2%	35	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District	50	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	20	0.5%	15	0.08	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.18	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	14,078	1,289	9.2%	10	0.92	Census Data Information
3. Total employed in District	267,493	8,295	3.1%	15	0.47	Census Data Information
4. Those having requisite skills in the District	9,134	668	7.3%	25	1.83	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	328	65	19.8%	25	4.95	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	324	8.4%	15	1.25	State Board of Higher Education
8. Those persons in the District whom the agency can train	96	1	1.0%	5	0.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	10.21	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	14,078	466	3.3%	10	0.33	Census Data Information
3. Total employed in District	267,493	4,599	1.7%	15	0.26	Census Data Information
4. Those having requisite skills in the District	9,134	126	1.4%	25	0.34	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	328	8	2.4%	25	0.61	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	133	3.4%	20	0.69	State Board of Higher Education
8. Those persons in the District whom the agency can train	96	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.63	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	14,078	6,133	43.6%	5	2.18	Census Data Information
3. Total employed in District	267,493	121,905	45.6%	5	2.28	Census Data Information
4. Those having requisite skills in the District	9,134	8,436	92.4%	20	18.47	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	328	282	86.0%	30	25.79	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	3	100.0%	24	24.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	3,316	85.6%	10	8.56	State Board of Higher Education
8. Those persons in the District whom the agency can train	96	23	24.0%	5	1.20	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	82.99	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	14,078	119	0.8%	10	0.08	Census Data Information
3. Total employed in District	267,493	1,592	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the District	9,134	32	0.4%	25	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	328	1	0.3%	25	0.08	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	82	2.1%	15	0.32	State Board of Higher Education
8. Those persons in the District whom the agency can train	96	4	4.2%	5	0.21	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.99	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	14,078	56	0.4%	10	0.04	Census Data Information
3. Total employed in District	267,493	436	0.2%	15	0.02	Census Data Information
4. Those having requisite skills in the District	9,134	12	0.1%	25	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	328	2	0.6%	25	0.15	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,875	20	0.5%	20	0.10	State Board of Higher Education
8. Those persons in the District whom the agency can train	96	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.36	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	14,078	1,289	9.2%	30	2.75	Census Data Information
3. Total employed in District	267,493	8,295	3.1%	35	1.09	Census Data Information
4. Those having requisite skills in the District	80,000	3,132	3.9%	10	0.39	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	746	120	16.1%	15	2.41	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	853	11	1.3%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	7.44	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,466	7.9%	5	0.40	Census Data Information
2. Unemployed in District	14,078	466	3.3%	30	0.99	Census Data Information
3. Total employed in District	267,493	4,599	1.7%	35	0.60	Census Data Information
4. Those having requisite skills in the District	80,000	2,748	3.4%	10	0.34	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	746	2	0.3%	15	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	853	5	0.6%	5	0.03	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.40	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	14,078	6,133	43.6%	30	13.07	Census Data Information
3. Total employed in District	267,493	121,905	45.6%	35	15.95	Census Data Information
4. Those having requisite skills in the District	80,000	29,102	36.4%	10	3.64	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	746	231	31.0%	15	4.64	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	853	10	1.2%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	39.93	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 3
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	14,078	119	0.8%	30	0.25	Census Data Information
3. Total employed in District	267,493	1,592	0.6%	35	0.21	Census Data Information
4. Those having requisite skills in the District	80,000	386	0.5%	10	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	746	1	0.1%	15	0.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	853	4	0.5%	5	0.02	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.68	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 3 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	14,078	56	0.4%	35	0.14	Census Data Information
3. Total employed in District	267,493	436	0.2%	35	0.06	Census Data Information
4. Those having requisite skills in the District	80,000	159	0.2%	15	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	746	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	853	11	1.3%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.31	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 4
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	55	100	46	0	34	3	2	175
FAP	8.16	8.24	8.25		9.07			8.12
District	4	8	4		3			14
# of Affirmative Action Group Members Already Employed	3	12	6		5			9
Underutilization	1	P	P		P			5

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 4
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	55	100	46	0	34	3	2	175
FAP	1.04	1.88	1.57		1.79			1.40
District	1	2	1		1			2
# of Affirmative Action Group Members Already Employed	0	2	0		0			0
Underutilization	1	P	1		P			2

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 4
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	55	100	46	0	34	3	2	175
FAP	34.67	53.07	54.13		82.25			37.94
District	19	53	25		28			66
# of Affirmative Action Group Members Already Employed	5	17	13		19			3
Underutilization	14	36	12		9			63

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 4
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	55	100	46	0	34	3	2	175
FAP	1.61	1.35	0.99		1.10			0.73
District	1	1	0		0			1
# of Affirmative Action Group Members Already Employed	2	0	0		0			0
Underutilization	P	1	P		P			1

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICAN

District: 4
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	55	100	46	0	34	3	2	175
FAP	0.27	0.42	0.74		8.80			0.28
District	0	0	0		3			0
# of Affirmative Action Group Members Already Employed	0	0	0		1			0
Underutilization	P	P	P		P			P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	14,354	1,796	12.5%	2	0.25	Census Data Information
3. Total employed in District	232,009	10,909	4.7%	15	0.71	Census Data Information
4. Those having requisite skills in the District	29,401	491	1.7%	22	0.37	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	215	25	11.6%	25	2.91	3rd Quarter Report (DHR-Q)
6. Those promotable within District	146	18	12.3%	25	3.08	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	11,195	1,194	10.7%	5	0.53	State Board of Higher Education
8. Those persons in the District whom the agency can train	123	4	3.3%	5	0.16	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.16	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	14,354	190	1.3%	2	0.03	Census Data Information
3. Total employed in District	232,009	2,370	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	29,401	139	0.5%	27	0.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	215	1	0.5%	25	0.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	146	2	1.4%	25	0.34	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	11,195	431	3.8%	5	0.19	State Board of Higher Education
8. Those persons in the District whom the agency can train	123	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.04	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	14,354	6,353	44.3%	3	1.33	Census Data Information
3. Total employed in District	232,009	105,058	45.3%	15	6.79	Census Data Information
4. Those having requisite skills in the District	29,401	9,273	31.5%	20	6.31	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	215	80	37.2%	25	9.30	3rd Quarter Report (DHR-Q)
6. Those promotable within District	146	30	20.5%	27	5.55	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	11,195	9,280	82.9%	5	4.14	State Board of Higher Education
8. Those persons in the District whom the agency can train	123	9	7.3%	3	0.22	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	34.67	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	14,354	65	0.5%	3	0.01	Census Data Information
3. Total employed in District	232,009	1,423	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the District	29,401	130	0.4%	30	0.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	215	5	2.3%	34	0.79	3rd Quarter Report (DHR-Q)
6. Those promotable within District	146	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	11,195	243	2.2%	10	0.22	State Board of Higher Education
8. Those persons in the District whom the agency can train	123	7	5.7%	5	0.28	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.61	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: Illinois Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	14,354	52	0.4%	10	0.04	Census Data Information
3. Total employed in District	232,009	531	0.2%	30	0.07	Census Data Information
4. Those having requisite skills in the District	29,401	66	0.2%	40	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	215	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	146	0	0.0%	0	0.00	IDOT/Bureau of Info Processing
7. Those acquiring requisite skills at institutions in the District	11,195	47	0.4%	15	0.06	State Board of Higher Education
8. Those persons in the District whom the agency can train	123	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.27	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 1,2,3,4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	14,354	1,796	12.5%	2	0.25	Census Data Information
3. Total employed in District	232,009	10,909	4.7%	10	0.47	Census Data Information
4. Those having requisite skills in the District	38,358	1,256	3.3%	22	0.72	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	911	76	8.3%	25	2.09	3rd Quarter Report (DHR-Q)
6. Those promotable within District	83	11	13.3%	25	3.31	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	27,485	2,033	7.4%	10	0.74	State Board of Higher Education
8. Those persons in the District whom the agency can train	300	31	10.3%	5	0.52	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.24	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in District	14,354	190	1.3%	3	0.04	Census Data Information
3. Total employed in District	232,009	2,370	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	38,358	347	0.9%	30	0.27	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	911	15	1.6%	34	0.56	3rd Quarter Report (DHR-Q)
6. Those promotable within District	83	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	27,485	916	3.3%	10	0.33	State Board of Higher Education
8. Those persons in the District whom the agency can train	300	17	5.7%	5	0.28	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.88	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	14,354	6,353	44.3%	2	0.89	Census Data Information
3. Total employed in District	232,009	105,008	45.3%	10	4.53	Census Data Information
4. Those having requisite skills in the District	38,358	19,937	52.0%	22	11.43	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	911	586	64.3%	25	16.08	3rd Quarter Report (DHR-Q)
6. Those promotable within District	83	35	42.2%	25	10.54	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	27,485	22,926	83.4%	10	8.34	State Board of Higher Education
8. Those persons in the District whom the agency can train	300	45	15.0%	5	0.75	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	53.07	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	14,354	65	0.5%	3	0.01	Census Data Information
3. Total employed in District	232,009	1,423	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the District	38,358	581	1.5%	30	0.45	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	911	11	1.2%	29	0.35	3rd Quarter Report (DHR-Q)
6. Those promotable within District	83	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	27,485	496	1.8%	20	0.36	State Board of Higher Education
8. Those persons in the District whom the agency can train	300	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.35	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: ILDepartment of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	14,354	52	0.4%	3	0.01	Census Data Information
3. Total employed in District	232,009	531	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	38,358	53	0.1%	15	0.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	911	1	0.1%	24	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District	83	1	1.2%	20	0.24	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	27,485	114	0.4%	20	0.08	State Board of Higher Education
8. Those persons in the District whom the agency can train	300	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.42	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	14,354	1,796	12.5%	2	0.25	Census Data Information
3. Total employed in District	232,009	10,909	4.7%	10	0.47	Census Data Information
4. Those having requisite skills in the District	9,427	299	3.2%	22	0.70	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	355	22	6.2%	25	1.55	3rd Quarter Report (DHR-Q)
6. Those promotable within District	37	5	13.5%	25	3.38	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	962	10.9%	10	1.09	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	14	13.2%	5	0.66	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.25	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	14,354	190	1.3%	10	0.13	Census Data Information
3. Total employed in District	232,009	2,370	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	9,427	67	0.7%	25	0.18	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	355	4	1.1%	25	0.28	3rd Quarter Report (DHR-Q)
6. Those promotable within District	37	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	187	2.1%	20	0.43	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.57	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	14,354	6,353	44.3%	2	0.89	Census Data Information
3. Total employed in District	232,009	105,058	45.3%	10	4.53	Census Data Information
4. Those having requisite skills in the District	9,427	4,335	46.0%	22	10.12	U.S. Dept of Labor, Report 3
5. Those having requisite skills in the District in state government	355	195	54.9%	25	13.73	3rd Quarter Report (DHR-Q)
6. Those promotable within District	37	22	59.5%	25	14.86	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	7,475	85.0%	10	8.50	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	21	19.8%	5	0.99	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	54.13	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	14,354	65	0.5%	10	0.05	Census Data Information
3. Total employed in District	232,009	1,423	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the District	9,427	49	0.5%	35	0.18	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	355	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	37	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	137	1.6%	35	0.55	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.99	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	2	0.00	Census Data Information
2. Unemployed in District	14,354	52	0.4%	2	0.01	Census Data Information
3. Total employed in District	232,009	531	0.2%	13	0.03	Census Data Information
4. Those having requisite skills in the District	9,427	8	0.1%	15	0.01	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	355	1	0.3%	35	0.10	3rd Quarter Report (DHR-Q)
6. Those promotable within District	37	1	2.7%	20	0.54	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	33	0.4%	13	0.05	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.74	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	14,354	1,796	12.5%	10	1.25	Census Data Information
3. Total employed in District	232,009	10,909	4.7%	5	0.24	Census Data Information
4. Those having requisite skills in the District	7,846	585	7.5%	25	1.86	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	139	11	7.9%	35	2.77	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	962	10.9%	15	1.64	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	12	11.3%	5	0.57	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	9.07	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	14,354	190	1.3%	10	0.13	Census Data Information
3. Total employed in District	232,009	2,370	1.0%	5	0.05	Census Data Information
4. Those having requisite skills in the District	7,846	116	1.5%	30	0.44	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	139	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	187	2.1%	25	0.53	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	1	0.9%	25	0.24	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.79	Final Availability Percent

*Because there are no minority figures for factors 5 & 6, factors 4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	14,354	6,353	44.3%	5	2.21	Census Data Information
3. Total employed in District	232,009	105,058	45.3%	5	2.26	Census Data Information
4. Those having requisite skills in the District	7,846	7,160	91.3%	20	18.25	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	139	113	81.3%	30	24.39	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	3	100.0%	24	24.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	7,475	85.0%	10	8.50	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	45	42.5%	5	2.12	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	82.25	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	14,354	65	0.5%	10	0.05	Census Data Information
3. Total employed in District	232,009	1,423	0.6%	25	0.15	Census Data Information
4. Those having requisite skills in the District	7,846	80	1.0%	30	0.31	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	139	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	137	1.6%	30	0.47	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.10	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 3,4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	14,354	52	0.4%	5	0.02	Census Data Information
3. Total employed in District	232,009	531	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	7,846	16	0.2%	25	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	139	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	1	33.3%	25	8.33	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,794	33	0.4%	20	0.08	State Board of Higher Education
8. Those persons in the District whom the agency can train	106	6	5.7%	5	0.28	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.80	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	14,354	1,796	12.5%	35	4.38	Census Data Information
3. Total employed in District	232,009	10,909	4.7%	30	1.41	Census Data Information
4. Those having requisite skills in the District	67,835	4,269	6.3%	10	0.63	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	344	15	4.4%	15	0.65	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	558	34	6.1%	5	0.30	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	8.12	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	14,354	190	1.3%	35	0.46	Census Data Information
3. Total employed in District	232,009	2,370	1.0%	35	0.36	Census Data Information
4. Those having requisite skills in the District	67,835	975	1.4%	10	0.14	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	344	1	0.3%	15	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	558	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.40	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	14,354	6,353	44.3%	35	15.49	Census Data Information
3. Total employed in District	232,009	105,058	45.3%	30	13.58	Census Data Information
4. Those having requisite skills in the District	67,835	23,222	34.2%	10	3.42	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	344	64	18.6%	15	2.79	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	558	9	1.6%	5	0.08	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	37.94	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 4
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	14,354	65	0.5%	35	0.16	Census Data Information
3. Total employed in District	232,009	1,423	0.6%	40	0.25	Census Data Information
4. Those having requisite skills in the District	67,835	345	0.5%	15	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	344	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	558	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.73	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 4 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	14,354	52	0.4%	35	0.13	Census Data Information
3. Total employed in District	232,009	531	0.2%	40	0.09	Census Data Information
4. Those having requisite skills in the District	67,835	187	0.3%	15	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	344	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	558	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.28	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 5
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	50	102	70	0	36	3	3	208
FAP	4.18	5.60	6.47		9.60			9.09
District	2	6	5		3			19
# of Affirmative Action Group Members Already Employed	1	3	0		1			2
Underutilization	1	3	5		2			17

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 5
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	50	102	70	0	36	3	3	208
FAP	1.09	2.91	1.29		1.38			1.16
District	1	3	1		0			2
# of Affirmative Action Group Members Already Employed	0	1	2		0			0
Underutilization	1	2	P		P			2

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 5
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	50	102	70	0	36	3	3	208
FAP	31.65	47.07	52.97		80.27			26.98
District	16	48	37		29			56
# of Affirmative Action Group Members Already Employed	4	18	13		14			1
Underutilization	12	30	24		15			55

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 5
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	50	102	70	0	36	3	3	208
FAP	2.73	3.64	2.08		1.03			1.40
District	1	4	1		0			3
# of Affirmative Action Group Members Already Employed	0	0	0		0			0
Underutilization	1	4	1		P			3

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 5
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	50	102	70	0	36	3	3	208
FAP	0.23	0.15	0.19		0.38			0.26
District	0	0	0		0			1
# of Affirmative Action Group Members Already Employed	0	0	0		0			1
Underutilization	P	P	P		P			P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	16,416	2,362	14.4%	2	0.29	Census Data Information
3. Total employed in District	277,439	16,496	5.9%	15	0.89	Census Data Information
4. Those having requisite skills in the District	36,881	917	2.5%	20	0.50	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,353	69	5.1%	27	1.38	3rd Quarter Report (DHR-Q)
6. Those promotable within District	172	3	1.7%	30	0.52	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,186	2,754	9.1%	5	0.46	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	4.18	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	16,416	144	0.9%	2	0.02	Census Data Information
3. Total employed in District	277,439	2,554	0.9%	15	0.14	Census Data Information
4. Those having requisite skills in the District	36,881	192	0.5%	25	0.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,353	10	0.7%	27	0.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District	172	3	1.7%	30	0.52	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,186	0	0.0%	0	0.00	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.09	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	16,416	7,145	43.5%	2	0.87	Census Data Information
3. Total employed in District	277,439	127,068	45.8%	15	6.87	Census Data Information
4. Those having requisite skills in the District	36,881	12,043	32.7%	22	7.18	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,353	419	31.0%	25	7.74	3rd Quarter Report (DHR-Q)
6. Those promotable within District	172	31	18.0%	25	4.51	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,186	21,787	72.2%	5	3.61	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	3	7.1%	5	0.36	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	31.65	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	16,416	176	1.1%	3	0.03	Census Data Information
3. Total employed in District	277,439	4,279	1.5%	15	0.23	Census Data Information
4. Those having requisite skills in the District	36,881	304	0.8%	30	0.25	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,353	14	1.0%	35	0.36	3rd Quarter Report (DHR-Q)
6. Those promotable within District	172	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,186	3,832	12.7%	14	1.78	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.73	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factor 7 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	16,416	64	0.4%	3	0.01	Census Data Information
3. Total employed in District	277,439	503	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	36,881	85	0.2%	30	0.07	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,353	3	0.2%	35	0.08	3rd Quarter Report (DHR-Q)
6. Those promotable within District	172	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	30,186	79	0.3%	14	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	42	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.23	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factor 7 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	16,416	2,362	14.4%	3	0.43	Census Data Information
3. Total employed in District	277,439	16,496	5.9%	15	0.89	Census Data Information
4. Those having requisite skills in the District	46,650	1,675	3.6%	20	0.72	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,065	214	7.0%	21	1.47	3rd Quarter Report (DHR-Q)
6. Those promotable within District	109	1	0.9%	20	0.18	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	38,628	3,876	10.0%	15	1.51	State Board of Higher Education
8. Those persons in the District whom the agency can train	158	8	5.1%	5	0.25	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.60	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	16,416	144	0.9%	3	0.03	Census Data Information
3. Total employed in District	277,439	2,554	0.9%	15	0.14	Census Data Information
4. Those having requisite skills in the District	46,650	537	1.2%	20	0.23	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,065	29	0.9%	26	0.25	3rd Quarter Report (DHR-Q)
6. Those promotable within District	109	2	1.8%	20	0.37	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	38,628	4,694	12.2%	15	1.82	State Board of Higher Education
8. Those persons in the District whom the agency can train	158	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.91	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	16,416	7,145	43.5%	3	1.31	Census Data Information
3. Total employed in District	277,439	127,068	45.8%	15	6.87	Census Data Information
4. Those having requisite skills in the District	46,650	24,587	52.7%	20	10.54	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,065	1,553	50.7%	21	10.64	3rd Quarter Report (DHR-Q)
6. Those promotable within District	109	30	27.5%	20	5.50	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	38,628	28,651	74.2%	15	11.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	158	18	11.4%	5	0.57	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	47.07	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	16,416	176	1.1%	3	0.03	Census Data Information
3. Total employed in District	277,439	4,279	1.5%	15	0.23	Census Data Information
4. Those having requisite skills in the District	46,650	1,835	3.9%	30	1.18	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,065	57	1.9%	35	0.65	3rd Quarter Report (DHR-Q)
6. Those promotable within District	109	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	38,628	4,044	10.5%	14	1.47	State Board of Higher Education
8. Those persons in the District whom the agency can train	158	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.64	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	16,416	64	0.4%	3	0.01	Census Data Information
3. Total employed in District	277,439	503	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	46,650	45	0.1%	30	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	3,065	3	0.1%	35	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District	109	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	38,628	117	0.3%	14	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	158	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.15	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	16,416	2,362	14.4%	3	0.43	Census Data Information
3. Total employed in District	277,439	16,496	5.9%	5	0.30	Census Data Information
4. Those having requisite skills in the District	12,258	443	0.0%	15	0.00	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	973	70	7.2%	30	2.16	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	1	2.6%	25	0.64	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	1,122	13.3%	21	2.79	State Board of Higher Education
8. Those persons in the District whom the agency can train	100	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.47	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	16,416	144	0.9%	3	0.03	Census Data Information
3. Total employed in District	277,439	2,554	0.9%	15	0.14	Census Data Information
4. Those having requisite skills in the District	12,258	150	1.2%	25	0.31	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	973	7	0.7%	35	0.25	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	206	2.4%	16	0.39	State Board of Higher Education
8. Those persons in the District whom the agency can train	100	2	2.0%	5	0.10	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.29	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	16,416	7,145	43.5%	3	1.31	Census Data Information
3. Total employed in District	277,439	127,068	45.8%	5	2.29	Census Data Information
4. Those having requisite skills in the District	12,258	5,288	43.1%	15	6.47	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	973	493	50.7%	30	15.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	17	43.6%	20	8.72	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	6,864	81.3%	21	17.07	State Board of Higher Education
8. Those persons in the District whom the agency can train	100	28	28.0%	5	1.40	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	52.97	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	16,416	176	1.1%	3	0.03	Census Data Information
3. Total employed in District	277,439	4,279	1.5%	15	0.23	Census Data Information
4. Those having requisite skills in the District	12,258	511	4.2%	30	1.25	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	973	4	0.4%	35	0.14	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	212	2.5%	16	0.40	State Board of Higher Education
8. Those persons in the District whom the agency can train	100	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.08	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	16,416	64	0.4%	3	0.01	Census Data Information
3. Total employed in District	277,439	503	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	12,258	17	0.1%	30	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	973	1	0.1%	35	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	38	0.5%	16	0.07	State Board of Higher Education
8. Those persons in the District whom the agency can train	100	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.19	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	16,416	2,362	14.4%	10	1.44	Census Data Information
3. Total employed in District	277,439	16,496	5.9%	15	0.89	Census Data Information
4. Those having requisite skills in the District	9,396	1,102	11.8%	25	2.94	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	665	43	6.5%	30	1.94	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	1,122	13.3%	10	1.33	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	4	6.3%	5	0.32	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	9.60	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	16,416	144	0.9%	10	0.09	Census Data Information
3. Total employed in District	277,439	2,554	0.9%	15	0.14	Census Data Information
4. Those having requisite skills in the District	9,396	96	1.0%	25	0.26	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	665	3	0.5%	30	0.14	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	206	2.4%	15	0.37	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.38	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	16,416	2,145	13.1%	5	0.65	Census Data Information
3. Total employed in District	277,439	127,068	45.8%	5	2.29	Census Data Information
4. Those having requisite skills in the District	9,396	8,394	89.6%	20	17.92	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	665	581	87.4%	30	26.21	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	3	100.0%	24	24.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	6,864	81.3%	10	8.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	7	11.1%	5	0.56	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	80.27	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	16,416	176	1.1%	10	0.11	Census Data Information
3. Total employed in District	277,439	4,279	1.5%	15	0.23	Census Data Information
4. Those having requisite skills in the District	9,396	100	1.1%	25	0.27	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	665	1	0.2%	35	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	212	2.5%	10	0.25	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.03	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 Distrct: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	16,416	64	0.4%	10	0.04	Census Data Information
3. Total employed in District	277,439	503	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	9,396	38	0.4%	25	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	665	3	0.5%	35	0.16	3rd Quarter Report (DHR-Q)
6. Those promotable within District	3	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	8,442	38	0.5%	10	0.05	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.38	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	2	0.30	Census Data Information
2. Unemployed in District	16,416	2,362	14.4%	35	5.04	Census Data Information
3. Total employed in District	277,439	16,496	5.9%	35	2.08	Census Data Information
4. Those having requisite skills in the District	82,728	7,524	9.1%	9	0.82	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	593	35	5.9%	14	0.83	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	181	1	0.6%	5	0.03	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	9.09	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	16,416	144	0.9%	35	0.31	Census Data Information
3. Total employed in District	277,439	2,554	0.9%	35	0.32	Census Data Information
4. Those having requisite skills in the District	82,728	868	1.0%	10	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	593	1	0.2%	15	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	181	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.16	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMAN
 District: 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	16,416	4,717	28.7%	35	10.06	Census Data Information
3. Total employed in District	277,439	84,289	30.4%	30	9.11	Census Data Information
4. Those having requisite skills in the District	82,278	30,285	36.6%	10	3.66	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	593	60	10.1%	15	1.52	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	181	2	1.1%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	26.98	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District 5
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	16,416	176	1.1%	40	0.43	Census Data Information
3. Total employed in District	277,439	4,279	1.5%	40	0.62	Census Data Information
4. Those having requisite skills in the District	82,728	887	1.1%	10	0.11	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	593	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	181	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.40	Final Availability Percent

*Because there are no minority figures for factors 5,6 7 & 8, factor 2 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 5 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	16,416	64	0.4%	35	0.14	Census Data Information
3. Total employed in District	277,439	503	0.2%	35	0.06	Census Data Information
4. Those having requisite skills in the District	82,728	172	0.2%	10	0.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	593	1	0.2%	10	0.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	181	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.26	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 6
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	53	122	89	0	28	6	3	205
FAP	5.49	7.33	7.63		13.09	6.30		5.58
District	3	9	7		4	0		11
# of Affirmative Action Group Members Already Employed	4	10	11		2	2		10
Underutilization	P	P	P		2	P		1

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 6
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	53	122	89	0	28	6	3	205
FAP	0.79	0.96	1.00		0.91	0.87		0.67
District	0	1	1		0	0		1
# of Affirmative Action Group Members Already Employed	0	1	0		0	0		1
Underutilization	P	P	1		P	P		P

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 6
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	53	122	89	0	28	6	3	205
FAP	33.43	48.20	53.79		79.91	68.90		39.72
District	18	59	48		22	4		81
# of Affirmative Action Group Members Already Employed	8	19	16		11	6		2
Underutilization	10	40	32		11	P		79

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 6
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	53	122	89	0	28	6	3	205
FAP	1.22	1.27	0.68		0.55	0.50		0.57
District	1	2	1		0	0		1
# of Affirmative Action Group Members Already Employed	1	3	2		0	0		0
Underutilization	P	P	P		P	P		1

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 6
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	53	122	89	0	28	6	3	205
FAP	0.26	0.17	0.53		0.20	0.19		0.24
District	0	0	0		0	0		0
# of Affirmative Action Group Members Already Employed	0	1	0		0	0		0
Underutilization	P	P	P		P	P		P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	2	0.16	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	15	0.44	Census Data Information
4. Those having requisite skills in the District	38,895	698	1.8%	27	0.48	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	140	5.1%	20	1.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District	211	21	10.0%	25	2.49	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	344	9.5%	5	0.47	State Board of Higher Education
8. Those persons in the District whom the agency can train	37	2	5.4%	5	0.27	
9. *Those transferable from other facilities in District						
				100	5.49	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	13,832	97	0.7%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,895	126	0.3%	27	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	40	1.5%	25	0.36	3rd Quarter Report (DHR-Q)
6. Those promotable within District	211	1	0.5%	25	0.12	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	50	1.4%	5	0.07	State Board of Higher Education
8. Those persons in the District whom the agency can train	37	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.79	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMAN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	2	0.79	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	15	7.01	Census Data Information
4. Those having requisite skills in the District	38,895	12,248	31.5%	27	8.50	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	911	33.2%	20	6.65	3rd Quarter Report (DHR-Q)
6. Those promotable within District	211	35	16.6%	25	4.15	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	3,145	86.4%	5	4.32	State Board of Higher Education
8. Those persons in the District whom the agency can train	37	11	29.7%	5	1.49	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	33.43	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	13,832	41	0.3%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,895	128	0.3%	27	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	27	1.0%	20	0.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District	211	5	2.4%	25	0.59	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	80	2.2%	5	0.11	State Board of Higher Education
8. Those persons in the District whom the agency can train	37	1	2.7%	5	0.14	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.22	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	13,832	52	0.4%	2	0.01	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	38,895	40	0.1%	27	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,741	6	0.2%	25	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District	211	1	0.5%	25	0.12	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	3,638	19	0.5%	5	0.03	State Board of Higher Education
8. Those persons in the District whom the agency can train	37	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.26	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	2	0.16	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	10	0.30	Census Data Information
4. Those having requisite skills in the District	38,659	935	2.4%	22	0.53	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	420	7.1%	25	1.77	3rd Quarter Report (DHR-Q)
6. Those promotable within District	123	15	12.2%	25	3.05	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	783	9.8%	10	0.98	State Board of Higher Education
8. Those persons in the District whom the agency can train	268	21	7.8%	5	0.39	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	7.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in District	13,832	97	0.7%	3	0.02	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,659	203	0.5%	30	0.16	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	58	1.0%	34	0.33	3rd Quarter Report (DHR-Q)
6. Those promotable within District	123	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	102	1.3%	10	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	268	1	0.4%	5	0.02	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.96	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	2	0.79	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	10	4.67	Census Data Information
4. Those having requisite skills in the District	38,659	21,882	56.6%	22	12.45	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	3,198	54.0%	25	13.50	3rd Quarter Report (DHR-Q)
6. Those promotable within District	123	33	26.8%	25	6.71	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	6,944	86.8%	10	8.68	State Board of Higher Education
8. Those persons in the District whom the agency can train	268	47	17.5%	5	0.88	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	48.20	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	13,832	41	0.3%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	10	0.04	Census Data Information
4. Those having requisite skills in the District	38,659	348	0.9%	22	0.20	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	86	1.5%	25	0.36	3rd Quarter Report (DHR-Q)
6. Those promotable within District	123	2	1.6%	25	0.41	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	136	1.7%	10	0.17	State Board of Higher Education
8. Those persons in the District whom the agency can train	268	3	1.1%	5	0.06	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.27	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in District	13,832	97	0.7%	3	0.02	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	38,659	203	0.5%	30	0.16	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	5,923	58	1.0%	34	0.33	3rd Quarter Report (DHR-Q)
6. Those promotable within District	123	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,997	102	1.3%	10	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	268	1	0.4%	5	0.02	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.96	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	118	0.9%	2	0.02	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	10	0.30	Census Data Information
4. Those having requisite skills in the District	11,192	368	3.3%	22	0.72	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	134	6.5%	25	1.61	3rd Quarter Report (DHR-Q)
6. Those promotable within District	34	4	11.8%	25	2.94	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	439	10.1%	10	1.01	State Board of Higher Education
8. Those persons in the District whom the agency can train	125	22	17.6%	5	0.88	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	7.63	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	13,832	97	0.7%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	11,192	52	0.5%	30	0.14	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	30	1.4%	35	0.51	3rd Quarter Report (DHR-Q)
6. Those promotable within District	34	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	52	1.2%	17	0.20	State Board of Higher Education
8. Those persons in the District whom the agency can train	125	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.00	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	2	0.79	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	10	4.67	Census Data Information
4. Those having requisite skills in the District	11,192	5,419	48.4%	22	10.65	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	1,223	58.9%	25	14.73	3rd Quarter Report (DHR-Q)
6. Those promotable within District	34	17	50.0%	25	12.50	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	3,799	87.2%	10	8.72	State Board of Higher Education
8. Those persons in the District whom the agency can train	125	30	24.0%	5	1.20	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	53.79	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in District	13,832	41	0.3%	2	0.01	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	11,192	84	0.8%	30	0.23	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	10	0.5%	35	0.17	3rd Quarter Report (DHR-Q)
6. Those promotable within District	34	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	56	1.3%	12	0.15	State Board of Higher Education
8. Those persons in the District whom the agency can train	125	1	0.8%	5	0.04	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.68	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	8	0.03	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	11,192	12	0.1%	25	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,075	24	1.2%	35	0.40	3rd Quarter Report (DHR-Q)
6. Those promotable within District	34	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	13	0.3%	12	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	125	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.53	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	10	0.81	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	10	0.30	Census Data Information
4. Those having requisite skills in the District	10,538	608	5.8%	20	1.15	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	102	6.7%	25	1.68	3rd Quarter Report (DHR-Q)
6. Those promotable within District	6	2	33.3%	24	8.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	439	10.1%	10	1.01	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	13.09	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	13,832	97	0.7%	10	0.07	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	10,538	33	0.3%	25	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	8	0.5%	35	0.18	3rd Quarter Report (DHR-Q)
6. Those promotable within District	6	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	52	1.2%	10	0.12	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.91	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	10	3.97	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	5	2.34	Census Data Information
4. Those having requisite skills in the District	10,538	9,608	91.2%	20	18.23	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	1,323	87.3%	25	21.82	3rd Quarter Report (DHR-Q)
6. Those promotable within District	6	6	100.0%	24	24.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	3,799	87.2%	10	8.72	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	4	6.3%	5	0.32	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	79.91	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	13,832	41	0.3%	10	0.03	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	10,538	36	0.3%	25	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	5	0.3%	35	0.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	6	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	56	1.3%	10	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.55	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	10	0.04	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	10,538	11	0.1%	25	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,516	3	0.2%	35	0.07	3rd Quarter Report (DHR-Q)
6. Those promotable within District	6	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,359	13	0.3%	10	0.03	State Board of Higher Education
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.20	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	10	0.81	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	25	0.74	Census Data Information
4. Those having requisite skills in the District	58,164	1,884	3.2%	25	0.81	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	250	9.1%	35	3.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	6.30	Final Availability Percent

*Because there are no minority figures for factors 6,7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	13,832	97	0.7%	10	0.07	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	58,164	233	0.4%	30	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	15	0.5%	40	0.22	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.87	Final Availability Percent

*Because there are no minority figures for factors 6,7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	10	3.97	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	15	7.01	Census Data Information
4. Those having requisite skills in the District	58,164	44,878	77.2%	30	23.15	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	2,125	77.7%	35	27.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	4	4	100.0%	5	5.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	68.90	Final Availability Percent

*Because there are no minority figures for factors 6 & 7, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	13,832	41	0.3%	10	0.03	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	15	0.06	Census Data Information
4. Those having requisite skills in the District	58,164	198	0.3%	30	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	12	0.4%	40	0.18	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.50	Final Availability Percent

*Because there are no minority figures for factors 6,7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	13,832	52	0.4%	10	0.04	Census Data Information
3. Total employed in District	257,986	472	0.2%	15	0.03	Census Data Information
4. Those having requisite skills in the District	58,164	130	0.2%	30	0.07	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	2,734	3	0.1%	40	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District						State Board of Higher Education
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.19	Final Availability Percent

*Because there are no minority figures for factors 6,7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	2	0.30	Census Data Information
2. Unemployed in District	13,832	1,118	8.1%	35	2.83	Census Data Information
3. Total employed in District	257,986	7,611	3.0%	35	1.03	Census Data Information
4. Those having requisite skills in the District	68,203	2,310	3.4%	9	0.30	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	72	6.7%	14	0.94	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	13	3.5%	5	0.18	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	5.58	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	2	0.16	Census Data Information
2. Unemployed in District	13,832	97	0.7%	35	0.25	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	35	0.14	Census Data Information
4. Those having requisite skills in the District	68,203	294	0.4%	9	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	3	0.3%	14	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	3	0.8%	5	0.04	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.67	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	35	13.89	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	40	18.70	Census Data Information
4. Those having requisite skills in the District	68,203	23,362	34.3%	9	3.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	231	21.5%	14	3.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	39.72	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	13,832	41	0.3%	40	0.12	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	40	0.17	Census Data Information
4. Those having requisite skills in the District	68,203	225	0.3%	10	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.57	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor is greater than DHR parameters

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	13,832	52	0.4%	25	0.09	Census Data Information
3. Total employed in District	257,986	472	0.2%	40	0.07	Census Data Information
4. Those having requisite skills in the District	68,203	174	0.3%	10	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	2	0.2%	15	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.24	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	2	0.16	Census Data Information
2. Unemployed in District	13,832	97	0.7%	35	0.25	Census Data Information
3. Total employed in District	257,986	1,066	0.4%	35	0.14	Census Data Information
4. Those having requisite skills in the District	68,203	294	0.4%	9	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	3	0.3%	14	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	3	0.8%	5	0.04	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.67	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	13,832	5,489	39.7%	35	13.89	Census Data Information
3. Total employed in District	257,986	120,605	46.7%	40	18.70	Census Data Information
4. Those having requisite skills in the District	68,203	23,362	34.3%	9	3.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	231	21.5%	14	3.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	39.72	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 6
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	13,832	41	0.3%	40	0.12	Census Data Information
3. Total employed in District	257,986	1,097	0.4%	40	0.17	Census Data Information
4. Those having requisite skills in the District	68,203	225	0.3%	10	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.57	Final Availability Percent

*Because there are no minority figures for factors 5,6,7,& 8, factor 2 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 6 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	13,832	52	0.4%	25	0.09	Census Data Information
3. Total employed in District	257,986	472	0.2%	40	0.07	Census Data Information
4. Those having requisite skills in the District	68,203	174	0.3%	10	0.03	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,072	2	0.2%	15	0.03	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	368	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.24	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

Final Availability Summary

Agency: IL Department of Transportation
 Affirmative Action Group: AFRICAN AMERICANS

District: 7
 Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	48	75	35	0	26	4	3	156
FAP	3.62	2.95	3.82		2.83	9.22		3.18
District	2	2	1		1	0		5
# of Affirmative Action Group Members Already Employed	1	3	1		0	0		2
Underutilization	1	P	P		P	P		3

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 7
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	48	75	35	0	26	4	3	156
FAP	0.76	0.67	1.05		0.84	0.69		1.35
District	0	0	0		0	0		2
# of Affirmative Action Group Members Already Employed	1	1	0		0	0		0
Underutilization	P	P	P		P	P		2

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 7
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	48	75	35	0	26	4	3	156
FAP	20.74	46.93	45.98		82.44	54.01		34.99
District	10	35	16		21	2		55
# of Affirmative Action Group Members Already Employed	6	8	4		13	4		0
Underutilization	4	27	12		8	P		55

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 7
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	48	75	35	0	26	4	3	156
FAP	0.33	0.83	0.51		0.55	0.31		0.54
District	0	1	0		0	0		1
# of Affirmative Action Group Members Already Employed	0	0	0		0	0		2
Underutilization	P	1	P		P	P		P

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 7
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	48	75	35	0	26	4	3	156
FAP	0.16	0.33	0.32		0.32	0.13		0.38
District	0	0	0		0	0		1
# of Affirmative Action Group Members Already Employed	0	0	0		0	0		0
Underutilization	P	P	P		P	0		P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	3	0.44	Census Data Information
2. Unemployed in District	9,775	261	2.7%	3	0.08	Census Data Information
3. Total employed in District	123,346	1,210	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	16,858	50	0.3%	15	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	154	9	5.8%	20	1.17	3rd Quarter Report (DHR-Q)
6. Those promotable within District	110	4	3.6%	39	1.42	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	63	4	6.3%	5	0.32	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.62	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in District	9,775	101	1.0%	3	0.03	Census Data Information
3. Total employed in District	123,346	415	0.3%	15	0.05	Census Data Information
4. Those having requisite skills in the District	16,858	18	0.1%	35	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	154	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	110	1	0.9%	44	0.40	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.76	Final Availability Percent

*Because there are no minority figures for factors 5 & 8, factor 6 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	3	1.54	Census Data Information
2. Unemployed in District	9,775	3,785	38.7%	3	1.16	Census Data Information
3. Total employed in District	123,346	54,406	44.1%	15	6.62	Census Data Information
4. Those having requisite skills in the District	16,858	4,484	26.6%	15	3.99	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	154	22	14.3%	20	2.86	3rd Quarter Report (DHR-Q)
6. Those promotable within District	110	12	10.9%	39	4.25	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	63	4	6.3%	5	0.32	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	20.74	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	9,775	24	0.2%	3	0.01	Census Data Information
3. Total employed in District	123,346	446	0.4%	39	0.14	Census Data Information
4. Those having requisite skills in the District	16,858	33	0.2%	55	0.11	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	154	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	110	0	0.0%	0	0.00	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.33	Final Availability Percent

*Because there are no minority figures for factors 5, 6, 7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	9,775	40	0.4%	3	0.01	Census Data Information
3. Total employed in District	123,346	306	0.2%	39	0.10	Census Data Information
4. Those having requisite skills in the District	16,858	14	0.1%	55	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	154	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	110	0	0.0%	0	0.00	IDOT/Bureau of info. Processing
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	63	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.16	Final Availability Percent

*Because there are no minority figures for factors 5, 6, 7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	3	0.44	Census Data Information
2. Unemployed in District	9,775	261	2.7%	3	0.08	Census Data Information
3. Total employed in District	123,346	1,210	1.0%	12	0.12	Census Data Information
4. Those having requisite skills in the District	14,318	91	0.6%	22	0.14	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	539	19	3.5%	25	0.88	3rd Quarter Report (DHR-Q)
6. Those promotable within District	65	1	1.5%	20	0.31	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	367	8.3%	10	0.83	State Board of Higher Education
8. Those persons in the District whom the agency can train	134	4	3.0%	5	0.15	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.95	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	2	0.16	Census Data Information
2. Unemployed in District	9,775	101	1.0%	3	0.03	Census Data Information
3. Total employed in District	123,346	415	0.3%	15	0.05	Census Data Information
4. Those having requisite skills in the District	14,318	41	0.3%	30	0.09	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	539	4	0.7%	30	0.22	3rd Quarter Report (DHR-Q)
6. Those promotable within District	65	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	26	0.6%	20	0.12	State Board of Higher Education
8. Those persons in the District whom the agency can train	134	0	0.0	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.67	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	3	1.54	Census Data Information
2. Unemployed in District	9,775	3,785	38.7%	3	1.16	Census Data Information
3. Total employed in District	123,346	54,406	44.1%	12	5.29	Census Data Information
4. Those having requisite skills in the District	14,318	8,196	57.2%	22	12.59	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	539	227	42.1%	25	10.53	3rd Quarter Report (DHR-Q)
6. Those promotable within District	65	21	32.3%	20	6.46	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	4,007	90.1%	10	9.01	State Board of Higher Education
8. Those persons in the District whom the agency can train	134	9	6.7%	5	0.34	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	46.93	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	2	0.05	Census Data Information
2. Unemployed in District	9,775	24	0.2%	3	0.01	Census Data Information
3. Total employed in District	123,346	446	0.4%	15	0.05	Census Data Information
4. Those having requisite skills in the District	14,318	121	0.8%	25	0.21	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	539	5	0.9%	35	0.32	3rd Quarter Report (DHR-Q)
6. Those promotable within District	65	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	40	0.9%	20	0.18	State Board of Higher Education
8. Those persons in the District whom the agency can train	134	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.83	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	2	0.00	Census Data Information
2. Unemployed in District	9,775	40	0.4%	3	0.01	Census Data Information
3. Total employed in District	123,346	306	0.2%	15	0.04	Census Data Information
4. Those having requisite skills in the District	14,318	29	0.2%	25	0.05	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	539	3	0.6%	35	0.19	3rd Quarter Report (DHR-Q)
6. Those promotable within District	65	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	8	0.2%	20	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	134	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.33	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	9,775	261	2.7%	10	0.27	Census Data Information
3. Total employed in District	123,346	1,210	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	3,916	40	1.0%	30	0.31	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	335	15	4.5%	25	1.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	33	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	367	8.3%	15	1.24	State Board of Higher Education
8. Those persons in the District whom the agency can train	17	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.82	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	9,775	101	1.0%	10	0.10	Census Data Information
3. Total employed in District	123,346	415	0.3%	15	0.05	Census Data Information
4. Those having requisite skills in the District	3,916	34	0.9%	30	0.26	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	335	2	0.6%	25	0.15	3rd Quarter Report (DHR-Q)
6. Those promotable within District	33	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	26	0.6%	15	0.09	State Board of Higher Education
8. Those persons in the District whom the agency can train	17	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.05	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	9,775	3,785	38.7%	3	1.16	Census Data Information
3. Total employed in District	123,346	54,406	44.1%	10	4.41	Census Data Information
4. Those having requisite skills in the District	3,916	1,765	45.1%	20	9.01	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	335	94	28.1%	20	5.61	3rd Quarter Report (DHR-Q)
6. Those promotable within District	33	17	51.5%	30	15.45	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	4,007	90.1%	10	9.01	State Board of Higher Education
8. Those persons in the District whom the agency can train	17	1	5.9%	5	0.29	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	45.98	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	9,775	24	0.2%	10	0.02	Census Data Information
3. Total employed in District	123,346	446	0.4%	20	0.07	Census Data Information
4. Those having requisite skills in the District	3,916	2	0.1%	35	0.02	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	335	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	33	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	40	0.9%	30	0.27	State Board of Higher Education
8. Those persons in the District whom the agency can train	17	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.51	Final Availability Percent

*Because there are no minority figures for factors 5, 6 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	9,775	40	0.4%	10	0.04	Census Data Information
3. Total employed in District	123,346	306	0.2%	5	0.01	Census Data Information
4. Those having requisite skills in the District	3,916	22	0.36%	20	0.11	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	335	1	0.3%	35	0.10	3rd Quarter Report (DHR-Q)
6. Those promotable within District	33	0	0.0%	0	0.00	IDOT/Compensation and Training
7. Those acquiring requisite skills at institutions in the District	4,448	8	0.2%	25	0.04	State Board of Higher Education
8. Those persons in the District whom the agency can train	17	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.32	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	9,775	261	2.7%	10	0.27	Census Data Information
3. Total employed in District	123,346	1,210	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	5,002	72	1.4%	25	0.36	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	72	1	1.4%	35	0.49	3rd Quarter Report (DHR-Q)
6. Those promotable within District	4	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,448	367	8.3%	10	0.83	State Board of Higher Education
8. Those persons in the District whom the agency can train	47	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.83	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	9,775	101	1.0%	10	0.10	Census Data Information
3. Total employed in District	123,346	415	0.3%	25	0.08	Census Data Information
4. Those having requisite skills in the District	5,002	20	0.4%	40	0.16	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	72	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	4	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,448	21	0.5%	20	0.09	State Board of Higher Education
8. Those persons in the District whom the agency can train	47	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.84	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8,factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	9,775	3,785	38.7%	5	1.94	Census Data Information
3. Total employed in District	123,346	54,406	44.1%	5	2.21	Census Data Information
4. Those having requisite skills in the District	5,002	4,716	94.3%	15	14.14	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	72	60	83.3%	25	20.83	3rd Quarter Report (DHR-Q)
6. Those promotable within District	4	4	100.0%	25	25.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,448	4,386	98.6%	15	14.79	State Board of Higher Education
8. Those persons in the District whom the agency can train	47	9	19.1%	5	0.96	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	82.44	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	9,775	24	0.2%	10	0.02	Census Data Information
3. Total employed in District	123,346	446	0.4%	25	0.09	Census Data Information
4. Those having requisite skills in the District	5,002	21	0.4%	40	0.17	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	72	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	4	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,448	32	0.7%	20	0.14	State Board of Higher Education
8. Those persons in the District whom the agency can train	47	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.55	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8,factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	9,775	40	0.4%	10	0.04	Census Data Information
3. Total employed in District	123,346	306	0.2%	25	0.06	Census Data Information
4. Those having requisite skills in the District	5,002	17	0.3%	40	0.14	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	72	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	4	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	4,448	17	0.4%	20	0.08	State Board of Higher Education
8. Those persons in the District whom the agency can train	47	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.32	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8,factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	10	1.48	Census Data Information
2. Unemployed in District	9,775	261	2.7%	30	0.80	Census Data Information
3. Total employed in District	123,346	1,210	1.0%	30	0.29	Census Data Information
4. Those having requisite skills in the District	44,469	577	1.3%	10	0.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	399	10	2.5%	15	0.38	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	754	15	2.0%	5	0.10	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	3.18	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	10	0.79	Census Data Information
2. Unemployed in District	9,775	101	1.0%	35	0.36	Census Data Information
3. Total employed in District	123,346	415	0.3%	40	0.13	Census Data Information
4. Those having requisite skills in the District	44,469	190	0.4%	15	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	399	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	754	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.35	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	10	5.14	Census Data Information
2. Unemployed in District	9,775	3,785	38.7%	30	11.62	Census Data Information
3. Total employed in District	123,346	54,406	44.1%	30	13.23	Census Data Information
4. Those having requisite skills in the District	44,469	16,774	37.7%	10	3.77	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	399	32	8.0%	15	1.20	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	754	3	0.4%	5	0.02	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	34.99	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 District: 7
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	9,775	24	0.2%	35	0.09	Census Data Information
3. Total employed in District	123,346	446	0.4%	40	0.14	Census Data Information
4. Those having requisite skills in the District	44,469	166	0.4%	15	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	399	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	754	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.54	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 7 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	9,775	40	0.4%	30	0.12	Census Data Information
3. Total employed in District	123,346	306	0.2%	40	0.10	Census Data Information
4. Those having requisite skills in the District	44,469	165	0.4%	15	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	399	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	754	12	1.6%	5	0.08	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.38	Final Availability Percent

*Because there are no minority figures for factors 5,6, & 7, factor 4 is greater than DHR parameters.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

District: 8
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	62	160	87	0	29	10	3	295
FAP	10.40	15.17	12.12		14.78	14.27		16.78
District	6	24	11		4	1		50
# of Affirmative Action Group Members Already Employed	1	21	20		4	1		17
Underutilization	5	3	p		p	p		33

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

District: 8
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	62	160	87	0	29	10	3	295
FAP	0.78	1.18	2.37		1.42	1.38		1.84
District	0	2	2		0	0		5
# of Affirmative Action Group Members Already Employed	0	1	0		2	0		1
Underutilization	p	1	2		p	p		4

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

District: 8
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	62	160	87	0	29	10	3	295
FAP	28.44	50.45	54.71		78.19	73.91		38.20
District	18	81	48		23	7		113
# of Affirmative Action Group Members Already Employed	9	32	22		16	8		10
Underutilization	9	49	26		7	P		103

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

District: 8
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	62	160	87	0	29	10	3	295
FAP	0.67	0.91	0.81		0.97	0.60		0.73
District	0	1	1		0	0		2
# of Affirmative Action Group Members Already Employed	0	2	0		0	0		0
Underutilization	P	P	1		P	P		2

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

District: 8
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	62	160	87	0	29	10	3	295
FAP	0.32	0.31	0.31		0.38	0.29		0.38
District	0	0	0		0	0		1
# of Affirmative Action Group Members Already Employed	0	0	0		0	0		0
Underutilization	P	P	P		P	P		1

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	24,672	280	1.1%	2	0.02	Census Data Information
3. Total employed in District	313,718	1,368	0.4%	15	0.07	Census Data Information
4. Those having requisite skills in the District	37,285	1,771	4.7%	27	1.28	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	289	43	14.9%	20	2.98	3rd Quarter Report (RHD-Q)
6. Those promotable within District	247	41	16.6%	25	4.15	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,976	1,397	17.5%	10	1.75	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	10.40	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	24,672	327	1.3%	2	0.03	Census Data Information
3. Total employed in District	313,718	3,158	1.0%	15	0.15	Census Data Information
4. Those having requisite skills in the District	37,285	277	0.7%	27	0.20	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	289	1	0.3%	20	0.07	3rd Quarter Report (DHR-Q)
6. Those promotable within District	247	1	0.4%	25	0.10	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,976	123	1.5%	10	0.15	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.78	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 Region: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	24,672	10,219	41.4%	2	0.83	Census Data Information
3. Total employed in District	313,718	144,454	46.0%	15	6.91	Census Data Information
4. Those having requisite skills in the District	37,285	13,528	36.3%	22	7.98	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	289	22	7.6%	25	1.90	3rd Quarter Report (DHR-Q)
6. Those promotable within District	247	54	21.9%	25	5.47	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,976	6,229	78.1%	5	3.90	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	14	18.7%	5	0.93	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	28.44	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Region: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in District	24,672	161	0.7%	3	0.02	Census Data Information
3. Total employed in District	313,718	1,511	0.5%	15	0.07	Census Data Information
4. Those having requisite skills in the District	37,285	180	0.5%	34	0.00	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	289	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	247	2	0.8%	35	0.28	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,976	176	2.2%	10	0.22	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.67	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 Region: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in District	24,672	153	0.6%	3	0.02	Census Data Information
3. Total employed in District	313,718	831	0.3%	15	0.04	Census Data Information
4. Those having requisite skills in the District	37,285	83	0.2%	34	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	289	1	0.3%	35	0.12	3rd Quarter Report (DHR-Q)
6. Those promotable within District	247	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	7,976	51	0.6%	10	0.06	State Board of Higher Education
8. Those persons in the District whom the agency can train	75	0	0.00%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.32	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	24,672	7,221	29.3%	2	0.59	Census Data Information
3. Total employed in District	313,718	32,648	10.4%	10	1.04	Census Data Information
4. Those having requisite skills in the District	44,883	3,755	8.4%	22	1.84	U.S. Dept. of Labor, Repot 3
5. Those having requisite skills in the District in state government	1,296	224	17.3%	25	4.32	3rd Quarter Report (DHR-Q)
6. Those promotable within District	126	25	19.8%	25	4.96	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	18,823	3,060	16.3%	10	1.63	State Board of Higher Education
8. Those persons in the District whom the agency can train	315	41	13.0%	5	0.65	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	15.17	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	24,672	327	1.3%	2	0.03	Census Data Information
3. Total employed in District	313,718	3,158	1.0%	10	0.10	Census Data Information
4. Those having requisite skills in the District	44,883	407	0.9%	22	0.20	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,296	8	0.6%	25	0.15	3rd Quarter Report (DHR-Q)
6. Those promotable within District	126	2	1.6%	30	0.48	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	18,823	265	1.4%	10	0.14	State Board of Higher Education
8. Those persons in the District whom the agency can train	315	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.18	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	24,672	10,219	41.4%	2	0.83	Census Data Information
3. Total employed in District	313,718	144,454	46.0%	10	4.60	Census Data Information
4. Those having requisite skills in the District	44,883	25,192	56.1%	22	12.35	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,296	714	55.1%	25	13.77	3rd Quarter Report (DHR-Q)
6. Those promotable within District	126	46	36.5%	25	9.13	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	18,823	15,051	80.0%	10	8.00	State Board of Higher Education
8. Those persons in the District whom the agency can train	315	79	25.1%	5	1.25	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	50.45	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	2	0.05	Census Data Information
2. Unemployed in District	24,672	161	0.7%	3	0.02	Census Data Information
3. Total employed in District	313,718	1,511	0.5%	15	0.07	Census Data Information
4. Those having requisite skills in the District	44,883	359	0.8%	30	0.24	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,296	9	0.7%	30	0.21	3rd Quarter Report (DHR-Q)
6. Those promotable within District	126	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	18,823	338	1.8%	15	0.27	State Board of Higher Education
8. Those persons in the District whom the agency can train	315	3	1.0%	5	0.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.91	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in District	24,672	153	0.6%	2	0.01	Census Data Information
3. Total employed in District	313,718	831	0.3%	15	0.04	Census Data Information
4. Those having requisite skills in the District	44,883	153	0.3%	30	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	1,296	2	0.2%	35	0.05	3rd Quarter Report (DHR-Q)
6. Those promotable within District	126	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	18,823	109	0.6%	17	0.10	State Board of Higher Education
8. Those persons in the District whom the agency can train	315	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.31	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	24,672	7,221	29.3%	2	0.59	Census Data Information
3. Total employed in District	313,718	32,648	10.4%	10	1.04	Census Data Information
4. Those having requisite skills in the District	12,981	980	7.5%	22	1.66	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	946	99	10.5%	25	2.62	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	5	12.8%	25	3.21	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	1,663	15.3%	10	1.53	State Board of Higher Education
8. Those persons in the District whom the agency can train	196	52	26.5%	5	1.33	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	12.12	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in District	24,672	327	1.3%	2	0.03	Census Data Information
3. Total employed in District	313,718	3,158	1.0%	10	0.10	Census Data Information
4. Those having requisite skills in the District	12,981	169	1.3%	22	0.29	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	946	8	0.8%	25	0.21	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	2	5.1%	30	1.54	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	142	1.3%	10	0.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	196	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	2.37	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	24,672	10,219	41.4%	2	0.83	Census Data Information
3. Total employed in District	313,718	144,454	46.0%	10	4.60	Census Data Information
4. Those having requisite skills in the District	12,981	5,588	43.0%	22	9.47	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	946	537	56.8%	25	14.19	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	24	61.5%	25	15.38	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	8,822	81.3%	10	8.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	196	62	31.6%	5	1.58	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	54.71	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	24,672	161	0.7%	10	0.07	Census Data Information
3. Total employed in District	313,718	1,511	0.5%	5	0.02	Census Data Information
4. Those having requisite skills in the District	12,981	93	0.7%	15	0.11	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	946	1	0.1%	35	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	162	1.5%	30	0.45	State Board of Higher Education
8. Those persons in the District whom the agency can train	196	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.81	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	24,672	153	0.6%	10	0.06	Census Data Information
3. Total employed in District	313,718	831	0.3%	15	0.04	Census Data Information
4. Those having requisite skills in the District	12,981	13	0.1%	40	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	946	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	39	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	58	0.5%	30	0.16	State Board of Higher Education
8. Those persons in the District whom the agency can train	196	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.31	Final Availability Percent

*Because there are no minority figures for factors 5,6,& 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in District	24,672	7,221	29.3%	5	1.46	Census Data Information
3. Total employed in District	313,718	32,648	10.4%	5	0.52	Census Data Information
4. Those having requisite skills in the District	11,153	2,185	19.6%	20	3.92	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	239	32	13.4%	30	4.02	3rd Quarter Report (DHR-Q)
6. Those promotable within District	10	1	10.0%	24	2.40	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	1,663	15.3%	10	1.53	State Board of Higher Education
8. Those persons in the District whom the agency can train	45	7	15.6%	5	0.78	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	14.78	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	24,672	327	1.3%	10	0.13	Census Data Information
3. Total employed in District	313,718	3,158	1.0%	10	0.10	Census Data Information
4. Those having requisite skills in the District	11,153	55	0.5%	25	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	239	2	0.8%	30	0.25	3rd Quarter Report (DHR-Q)
6. Those promotable within District	10	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	142	1.3%	15	0.20	State Board of Higher Education
8. Those persons in the District whom the agency can train	45	2	4.4%	5	0.22	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.42	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in District	24,672	10,219	41.4%	5	2.07	Census Data Information
3. Total employed in District	313,718	144,454	46.0%	5	2.30	Census Data Information
4. Those having requisite skills in the District	11,153	10,216	91.6%	20	18.32	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	239	207	86.6%	30	25.98	3rd Quarter Report (DHR-Q)
6. Those promotable within District	10	8	80.0%	24	19.20	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	8,822	81.3%	10	8.13	State Board of Higher Education
8. Those persons in the District whom the agency can train	45	15	33.3%	5	1.67	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	78.19	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	24,672	161	0.7%	10	0.07	Census Data Information
3. Total employed in District	313,718	1,511	0.5%	15	0.07	Census Data Information
4. Those having requisite skills in the District	11,153	72	0.6%	40	0.26	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	239	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	10	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	162	1.5%	30	0.45	State Board of Higher Education
8. Those persons in the District whom the agency can train	45	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.97	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	24,672	153	0.6%	10	0.06	Census Data Information
3. Total employed in District	313,718	831	0.3%	15	0.04	Census Data Information
4. Those having requisite skills in the District	11,153	29	0.3%	40	0.10	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	239	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District	10	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the District	10,847	58	0.5%	30	0.16	State Board of Higher Education
8. Those persons in the District whom the agency can train	45	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.38	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in District	24,672	7,221	29.3%	10	2.93	Census Data Information
3. Total employed in District	313,718	32,648	10.4%	15	1.56	Census Data Information
4. Those having requisite skills in the District	70,729	7,266	10.3%	35	3.60	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	347	54	15.6%	35	5.45	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	14.27	Final Availability Percent

*Because there are no minority figures for factors 6, 7 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in District	24,672	327	1.3%	10	0.13	Census Data Information
3. Total employed in District	313,718	3,158	1.0%	35	0.35	Census Data Information
4. Those having requisite skills in the District	70,729	702	1.0%	50	0.50	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	347	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.38	Final Availability Percent

*Because there are no minority figures for factors 5,6, 7 & 8, factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in District	24,672	10,219	41.4%	10	4.14	Census Data Information
3. Total employed in District	313,718	144,454	46.0%	15	6.91	Census Data Information
4. Those having requisite skills in the District	70,729	54,963	77.7%	30	23.31	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	347	317	91.4%	35	31.97	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	4	4	100.0%	5	5.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	73.91	Final Availability Percent

*Because there are no minority figures for factors 6 & 7, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	5	0.12	Census Data Information
2. Unemployed in District	24,672	161	0.7%	10	0.07	Census Data Information
3. Total employed in District	313,718	1,511	0.5%	35	0.17	Census Data Information
4. Those having requisite skills in the District	70,729	348	0.5%	50	0.25	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	347	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.60	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8 factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Office Clerical
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	5	0.01	Census Data Information
2. Unemployed in District	24,672	155	0.6%	10	0.06	Census Data Information
3. Total employed in District	313,718	831	0.3%	35	0.09	Census Data Information
4. Those having requisite skills in the District	70,729	173	0.2%	50	0.12	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	347	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	4	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.29	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8 factors 3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	2	0.30	Census Data Information
2. Unemployed in District	24,672	7,221	29.3%	35	10.24	Census Data Information
3. Total employed in District	313,718	32,648	10.4%	35	3.64	Census Data Information
4. Those having requisite skills in the District	90,177	12,137	13.5%	9	1.21	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	682	49	7.2%	14	1.01	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	430	33	7.7%	5	0.38	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	16.78	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	10	0.79	Census Data Information
2. Unemployed in District	24,672	327	1.3%	35	0.46	Census Data Information
3. Total employed in District	313,718	3,158	1.0%	40	0.40	Census Data Information
4. Those having requisite skills in the District	90,177	1,185	1.3%	10	0.13	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	682	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	430	4	0.9%	5	0.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	1.84	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in District	24,672	10,219	41.4%	35	14.50	Census Data Information
3. Total employed in District	313,718	144,454	46.0%	35	16.12	Census Data Information
4. Those having requisite skills in the District	90,177	30,016	33.3%	9	3.00	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	682	165	24.2%	14	3.39	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	430	15	3.5%	5	0.17	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	38.20	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: ASIANS
 District: 8
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in District	24,672	161	0.7%	35	0.23	Census Data Information
3. Total employed in District	313,718	1,511	0.5%	40	0.19	Census Data Information
4. Those having requisite skills in the District	90,177	351	0.4%	15	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	382	0	0.0%	0	0.00	3 rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	430	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.73	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 District: 8 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in District	24,672	153	0.6%	35	0.22	Census Data Information
3. Total employed in District	313,718	831	0.3%	40	0.11	Census Data Information
4. Those having requisite skills in the District	90,177	242	0.3%	15	0.04	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the District in state government	682	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within District						
7. Those acquiring requisite skills at institutions in the District						
8. Those persons in the District whom the agency can train	430	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in District						
				100	0.38	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

*Applicable only to agencies which calculate facility FAP's.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: AFRICAN AMERICANS

Region: 9
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	40	77	46	0	14	1	2	143
FAP	6.22	7.78	6.53		6.24			5.83
Region	2	6	3		1			8
# of Affirmative Action Group Members Already Employed	0	4	6		0			11
Underutilization	2	2	P		P			P

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: HISPANICS

Region: 9
Facility

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	40	77	46	0	14	1	2	143
FAP	1.14	1.43	0.71		1.27			1.41
District	0	1	0		0			2
# of Affirmative Action Group Members Already Employed	0	0	0		0			0
Underutilization	P	1	P		P			2

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: WOMEN

Region: 9
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	40	77	46	0	14	1	2	143
FAP	29.88	46.53	50.07		79.38			36.30
District	12	36	23		11			52
# of Affirmative Action Group Members Already Employed	9	12	11		9			1
Underutilization	3	24	12		2			51

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: ASIANS

Region: 9
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	40	77	46	0	14	1	2	143
FAP	1.91	1.98	0.76		1.08			1.04
District	1	2	0		0			1
# of Affirmative Action Group Members Already Employed	1	0	0		0			0
Underutilization	P	2	P		P			1

*Underutilization is only calculated for EEO categories with five or more employees.

Final Availability Summary

Agency: IL Department of Transportation
Affirmative Action Group: NATIVE AMERICANS

Region: 9
Facility:

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present # Employees	40	77	46	0	14	1	2	143
FAP	0.36	0.30	0.25		0.26			0.26
Region	0	0	0		0			0
# of Affirmative Action Group Members Already Employed	0	0	0		0			0
Underutilization	P	P	P		P			P

*Underutilization is only calculated for EEO categories with five or more employees.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in region	13,114	1,085	8.3%	2	0.17	Census Data Information
3. Total employed in region	123,653	5,276	4.3%	15	0.64	Census Data Information
4. Those having requisite skills in the region	14,325	420	2.9%	27	0.79	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	226	13	5.8%	25	1.44	3rd Quarter Report (DHR-Q)
6. Those promotable within region	123	10	8.1%	25	2.03	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	11,671	2,355	20.2%	5	1.01	State Board of Higher Education
8. Those persons in the region whom the agency can train	51	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	6.22	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in region	13,114	109	0.8%	3	0.02	Census Data Information
3. Total employed in region	123,653	764	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the region	14,325	37	0.3%	30	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	226	1	0.4%	35	0.15	3rd Quarter Report (DHR-Q)
6. Those promotable within region	123	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	11,671	460	3.9%	14	0.55	State Board of Higher Education
8. Those persons in the region whom the agency can train	51	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.14	Final Availability Percent

*Because there are no minority figures for factors 6 & 8, factor 7 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in region	13,114	5,208	39.7%	2	0.79	Census Data Information
3. Total employed in region	123,653	54,274	43.9%	15	6.58	Census Data Information
4. Those having requisite skills in the region	14,325	4,345	30.3%	22	6.67	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	226	44	19.5%	25	4.87	3rd Quarter Report (DHR-Q)
6. Those promotable within region	123	23	18.7%	25	4.67	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	11,671	8,439	72.3%	5	3.62	State Board of Higher Education
8. Those persons in the region whom the agency can train	51	22	43.1%	5	2.16	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	29.88	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in region	13,114	120	0.9%	3	0.03	Census Data Information
3. Total employed in region	123,653	2,161	1.7%	15	0.26	Census Data Information
4. Those having requisite skills in the region	14,325	171	1.2%	40	0.48	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	226	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within region	123	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	11,671	333	2.9%	34	0.97	State Board of Higher Education
8. Those persons in the region whom the agency can train	51	1	2.0%	5	0.10	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.91	Final Availability Percent

*Because there are no minority figures for factors 5 & 6, factors 4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Officials/Managers
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in region	13,114	38	0.3%	3	0.01	Census Data Information
3. Total employed in region	123,653	290	0.2%	25	0.06	Census Data Information
4. Those having requisite skills in the region	14,325	27	0.2%	39	0.07	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	226	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within region	123	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	11,671	84	0.7%	30	0.22	State Board of Higher Education
8. Those persons in the region whom the agency can train	51	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	0.36	Final Availability Percent

*Because there are no minority figures for factors 5,6 & 8, factors 3,4 & 7 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: AFRICAN
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	1	0.15	Census Data Information
2. Unemployed in region	13,114	1,085	8.3%	2	0.17	Census Data Information
3. Total employed in region	123,653	5,276	4.3%	10	0.43	Census Data Information
4. Those having requisite skills in the region	18,078	482	2.7%	22	0.59	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	761	36	4.7%	25	1.18	3rd Quarter Report (DHR-Q)
6. Those promotable within region	61	6	9.8%	25	2.46	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	13,003	2,593	19.9%	10	1.99	State Board of Higher Education
8. Those persons in the region whom the agency can train	128	21	16.4%	5	0.82	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	7.78	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	3	0.24	Census Data Information
2. Unemployed in region	13,114	109	0.8%	3	0.02	Census Data Information
3. Total employed in region	123,653	764	0.6%	15	0.09	Census Data Information
4. Those having requisite skills in the region	18,078	151	0.8%	30	0.25	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	761	7	0.9%	35	0.32	3rd Quarter Report (DHR-Q)
6. Those promotable within region	61	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	13,003	471	3.6%	14	0.51	State Board of Higher Education
8. Those persons in the region whom the agency can train	128	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.43	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data Information
2. Unemployed in region	13,114	5,208	39.7%	2	0.79	Census Data Information
3. Total employed in region	123,653	54,274	43.9%	10	4.39	Census Data Information
4. Those having requisite skills in the region	18,078	9,841	54.4%	22	11.98	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	761	363	47.7%	25	11.93	3rd Quarter Report (DHR-Q)
6. Those promotable within region	61	21	34.4%	25	8.61	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	13,003	9,509	73.1%	10	7.31	State Board of Higher Education
8. Those persons in the region whom the agency can train	128	26	20.3%	5	1.02	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	46.53	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	3	0.07	Census Data Information
2. Unemployed in region	13,114	120	0.9%	3	0.03	Census Data Information
3. Total employed in region	123,653	1,168	0.9%	15	0.14	Census Data Information
4. Those having requisite skills in the region	18,078	493	2.7%	30	0.82	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	761	12	1.6%	35	0.55	3rd Quarter Report (DHR-Q)
6. Those promotable within region	61	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	13,003	341	2.6%	14	0.37	State Board of Higher Education
8. Those persons in the region whom the agency can train	128	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.98	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	3	0.01	Census Data Information
2. Unemployed in region	13,114	38	0.3%	3	0.01	Census Data Information
3. Total employed in region	123,653	290	0.2%	15	0.04	Census Data Information
4. Those having requisite skills in the region	18,078	36	0.2%	30	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	761	2	0.3%	35	0.09	3rd Quarter Report (DHR-Q)
6. Those promotable within region	61	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	13,003	89	0.7%	14	0.10	State Board of Higher Education
8. Those persons in the region whom the agency can train	128	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	0.30	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data Information
2. Unemployed in region	13,114	1,085	8.3%	10	0.83	Census Data Information
3. Total employed in region	123,653	5,276	4.3%	10	0.43	Census Data Information
4. Those having requisite skills in the region	4,609	123	2.7%	30	0.80	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	567	34	6.0%	25	1.50	3rd Quarter Report (DHR-Q)
6. Those promotable within region	15	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	777	14.2%	15	2.13	State Board of Higher Education
8. Those persons in the region whom the agency can train	49	1	2.0%	5	0.10	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	6.53	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	1	0.08	Census Data Information
2. Unemployed in region	13,114	109	0.8%	4	0.03	Census Data Information
3. Total employed in region	123,653	764	0.6%	5	0.03	Census Data Information
4. Those having requisite skills in the region	4,609	13	0.3%	30	0.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	567	1	0.2%	35	0.06	3rd Quarter Report (DHR-Q)
6. Those promotable within region	15	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	92	1.7%	25	0.42	State Board of Higher Education
8. Those persons in the region whom the agency can train	49	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	0.71	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	1	0.51	Census Data information
2. Unemployed in region	13,114	5,208	39.7%	2	0.79	Census Data Information
3. Total employed in region	123,653	54,274	43.9%	10	4.39	Census Data Information
4. Those having requisite skills in the region	4,609	2,241	48.6%	22	10.70	U.S. dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	567	190	33.5%	25	8.38	3rd Quarter Report (DHR-Q)
6. Those promotable within region	15	10	66.7%	25	16.67	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	4,492	82.2%	10	8.22	State Board of Higher Education
8. Those persons in the region whom the agency can train	49	4	8.2%	5	0.41	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	50.07	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	1	0.02	Census Data Information
2. Unemployed in region	13,114	120	0.9%	4	0.04	Census Data Information
3. Total employed in region	123,653	1,168	0.9%	5	0.05	Census Data information
4. Those having requisite skills in the region	4,609	35	0.8%	30	0.23	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the in region state government	567	1	0.2%	35	0.06	3rd Quarter Report (DHR-Q)
6. Those promotable within region	15	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	79	1.4%	25	0.36	State Board of Higher Education
8. Those persons in the region whom the agency can train	49	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in						
				100	0.76	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Technicians
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	1	0.00	Census Data Information
2. Unemployed in region	13,114	38	0.3%	4	0.01	Census Data Information
3. Total employed in region	123,653	290	0.2%	5	0.01	Census Data Information
4. Those having requisite skills in the region	4,609	9	0.2%	30	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	567	1	0.2%	35	0.06	3rd Quarter Report (DHR-Q)
6. Those promotable within region	15	0	0.00%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	23	0.4%	25	0.11	State Board of Higher Education
8. Those persons in the Region whom the agency can train	49	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in Region						
				100	0.25	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	5	0.74	Census Data information
2. Unemployed in region	13,114	2,714	20.7%	10	2.07	Census Data Information
3. Total employed in region	123,653	5,276	4.3%	15	0.64	Census Data Information
4. Those having requisite skills in the region	4,907	409	8.3%	25	2.08	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	107	3	2.8%	25	0.70	3rd Quarter Report (DHR-Q)
6. Those promotable within region	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	777	0.0%	20	0.0%	State Board of Higher Education
8. Those persons in the region whom the agency can train	23	0	0.0%	0	0.0%	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	6.24	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professional
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: HISPANICS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	5	0.40	Census Data Information
2. Unemployed in region	13,114	109	0.8%	20	0.17	Census Data Information
3. Total employed in region	123,653	764	0.6%	25	0.15	Census Data Information
4. Those having requisite skills in the region	4,907	36	0.7%	30	0.22	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	107	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within region	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	92	1.7%	20	0.34	State Board of higher Education
8. Those persons in the region whom the agency can train	23	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.27	Final Availability Percent

*Because there are no minority figures for factors 5 & 6, factors 2,3, & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: WOMEN
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	5	2.57	Census Data Information
2. Unemployed in region	13,114	5,208	39.7%	6	2.38	Census Data Information
3. Total employed in region	123,653	54,274	43.9%	5	2.19	Census Data Information
4. Those having requisite skills in the region	4,907	4,234	86.3%	20	17.26	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	107	89	83.2%	25	20.79	3rd Quarter Report (DHR-Q)
6. Those promotable within region	1	1	100.0%	24	24.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	4,492	82.2%	10	8.22	State Board of Higher Education
8. Those persons in the region whom the agency can train	23	9	39.1%	5	1.96	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	79.38	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in region	13,114	120	0.9%	20	0.18	Census Data Information
3. Total employed in region	123,653	1,168	0.9%	20	0.19	Census Data Information
4. Those having requisite skills in the region	4,907	28	0.6%	30	0.17	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	107	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within region	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	79	1.4%	20	0.29	State Board of Higher Education
8. Those persons in the region whom the agency can train	23	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.08	Final Availability Percent

*Because there are no minority figures for factors 5,6, & 8, factors 1,2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Para-Professionals
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: NATIVE
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	10	0.02	Census Data Information
2. Unemployed in region	13,114	38	0.3%	20	0.06	Census Data Information
3. Total employed in region	123,653	290	0.2%	20	0.05	Census Data Information
4. Those having requisite skills in the region	4,907	9	0.2%	30	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	107	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within region	1	0	0.0%	0	0.00	IDOT/Bureau of Info. Processing
7. Those acquiring requisite skills at institutions in the region	5,463	23	0.4%	20	0.08	State board of Higher Education
8. Those persons in the region whom the agency can train	23	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	0.26	Final Availability Percent

*Because there are no minority figures for factors 5 & 6 and 8, factors 1,2,3 & 4 are greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: AFRICAN
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	1,694,273	14.8%	2	0.30	Census Data Information
2. Unemployed in region	13,114	1,085	8.3%	35	2.90	Census Data Information
3. Total employed in region	123,653	5,276	4.3%	35	1.49	Census Data Information
4. Those having requisite skills in the region	39,425	2,012	5.1%	9	0.46	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	388	16	4.1%	14	0.58	3rd Quarter Report (DHR-Q)
6. Those promotable within region						
7. Those acquiring requisite skills at institutions in the region						
8. Those persons in the region whom the agency can train	96	2	2.1%	5	0.10	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	5.83	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

**Final Availability Percent
Worksheet**

Affirmative Action Group: HISPANICS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	904,446	7.9%	10	0.79	Census Data Information
2. Unemployed in region	13,114	109	0.8%	35	0.29	Census Data Information
3. Total employed in region	123,653	764	0.6%	40	0.25	Census Data Information
4. Those having requisite skills in the region	39,425	252	0.6%	10	0.06	U.S. Dept. of Labor, Report 3
5. Those having requisite skills in the region in state government	388	1	0.3%	5	0.01	3rd Quarter Report (DHR-Q)
6. Those promotable within region						
7. Those acquiring requisite skills at institutions in the region						
8. Those persons in the region whom the agency can train	96	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.41	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: WOMEN
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	5,878,369	51.4%	2	1.03	Census Data Information
2. Unemployed in region	13,114	5,208	39.7%	35	13.90	Census Data Information
3. Total employed in region	123,653	54,274	43.9%	34	14.92	Census Data Information
4. Those having requisite skills in the region	39,425	13,344	33.8%	10	3.38	U.S. Dept. of Labor, (DHR-Q)
5. Those having requisite skills in the region in state government	388	76	19.6%	14	2.74	3rd Quarter Report (DHR-Q)
6. Those promotable within region						
7. Those acquiring requisite skills at institutions in the region						
8. Those persons in the region whom the agency can train	96	1	1.0%	5	0.05	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	36.03	Final Availability Percent

*NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: ASIANS
 Region: 9
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	285,311	2.5%	10	0.25	Census Data Information
2. Unemployed in region	13,114	120	0.9%	35	0.32	Census Data Information
3. Total employed in region	123,653	1,125	0.9%	40	0.36	Census Data Information
4. Those having requisite skills in the region	39,425	271	0.7%	15	0.10	U.S. Dept. of Labor, (DHR-Q)
5. Those having requisite skills in the region in state government	388	0	0.0%	0	0.00	3rd Quarter Report (DHR-Q)
6. Those promotable within region						
7. Those acquiring requisite skills at institutions in the region						
8. Those persons in the region whom the agency can train	96	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	1.04	Final Availability Percent

*Because there are no minority figures for factors 5,6,7 & 8, factor 4 is greater than DHR parameters.

AGENCY: IL Department of Transportation
 Category: Service Maintenance
 Option: 2

Final Availability Percent Worksheet

Affirmative Action Group: NATIVE
 Region: 9 AMERICANS
 Facility:

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	11,430,602	21,836	0.2%	7	0.01	Census Data Information
2. Unemployed in region	13,114	38	0.3%	35	0.10	Census Data Information
3. Total employed in region	123,653	290	0.2%	35	0.08	Census Data Information
4. Those having requisite skills in the region	39,425	100	0.3%	9	0.02	U.S. Dept. of Labor, (DHR-Q)
5. Those having requisite skills in the region in state government	388	1	0.3%	14	0.04	3rd Quarter Report (DHR-Q)
6. Those promotable within region						
7. Those acquiring requisite skills at institutions in the region						
8. Those persons in the region whom the agency can train	96	0	0.0%	0	0.00	IDOT/Compensation and Training
9. *Those transferable from other facilities in region						
				100	0.26	Final Availability Percent

*NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's.

UNDERUTILIZATION SUMMARY BY DISTRICT

Agency: Illinois Department of Transportation

Fiscal Year: 2001

District:	Official/ Manager				Professional				Technician				Protective Service				Para- Professional				Office Clerical				Skilled Craft				Service Maintenance						
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA					
	P	P	125	P	P	1	P	75	P	P	1	P	1	P	P	1	P	1	P	P	1	P	1	P	3	P	P	P							
*0	25	8	51	P	P	18	11	104	P	1	10	5	54	P	P	11	1	3	P	P	2	1	P	10	P	P	102	52	268	18	P				
1																																			
2	3	P	14	P	P	2	3	40	P	P	3	P	18	1	P	5	2	13	P	P	-	-	-	-	-	-	13	7	92	2	1				
3	3	P	13	P	P	3	1	33	P	P	2	P	22	1	P	4	P	24	P	P	-	-	-	-	-	-	14	4	80	1	P				
4	1	1	14	P	P	P	P	36	1	P	P	1	12	P	P	P	P	9	P	P	-	-	-	-	-	-	5	2	63	1	P				
5	1	1	12	1	P	3	2	30	4	P	5	P	24	1	P	2	P	15	P	P	-	-	-	-	-	-	17	2	55	3	P				
6	P	P	10	P	P	P	P	40	P	P	P	1	32	P	P	2	P	11	P	P	P	P	P	-	-	-	1	P	79	1	P				
7	1	P	4	P	P	P	P	27	1	P	P	P	12	P	P	P	P	8	P	P	P	P	P	-	-	-	3	2	55	P	P				
8	5	P	9	P	P	3	1	49	P	P	P	2	26	1	P	P	P	7	P	P	P	P	P	-	-	-	33	4	103	2	1				
9	2	P	3	P	P	2	1	24	2	P	P	P	12	P	P	P	P	2	P	P	-	-	-	-	-	-	P	2	51	1	P				
TOTALS:	41	10	225	1	P	32	19	458	8	1	20	11	246	3	1	1	P	1	P	P	2	2	P	1	P	4	1	13	P	P	188	75	870	29	2

Total underutilization for African Americans: 312

Total underutilization for Hispanics: 122

Total underutilization for Females: 1935

Total underutilization for Asian: 43

Total underutilization for Native Americans: 4

NOTE: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that district, leave that box blank.

AA: African American H: Hispanic F: Female A: Asian/Oriental NA: Native American

* Central Office

DHR 11-AAP (Rev 4-99)

PART IV



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway/Springfield, Illinois/62764

PROGRAMMATIC GOALS

Narrative

Programmatic goals are developed in conjunction with the problems identified in the Department's internal and external work force analysis. These goals identify problems, set goals and objectives, and develop action items that will enhance the Department's ability to achieve these goals and objectives. Programmatic goals become the Department's fiscal year strategy to address concerns such as underutilization of protected class groups, recruitment, upward mobility, discrimination and harassment complaints, EEO/AA management training and adverse impact.

The programmatic goal is a broad category which describes the area to be addressed. Within each identifiable problem area, a goal is developed broadly describing the area of concern, and an objective is developed that delineates the specific intentions of the goal.

Action items state in specific detail which steps will be taken to achieve the objective. The assignment of responsibility section identifies the individual or area within the Department accountable for carrying out the action item. The target date for completion is the date the action item should be completed. The monitoring procedure outlines the procedure, whereby, a review is made to determine whether or not the objective is being met per the target date.

Report of Objectives and Action Items

Problem Area: Female Employment

As of June 30, 2000, women are currently underutilized in the following EEO Categories: Official/Manager, Professional, Technician, Protective Service, Para-professional, Skilled Craft and Service Maintenance.

Goal:

To increase the number of Women within the EEO categories that are underutilized. Concentrate on improving utilization in the Official/Manager, Professional and Service Maintenance categories.

Objective:

Work with management to capitalize on opportunities to fill vacancies by promoting or hiring qualified Women within underutilized categories whenever possible. Work with IDES veteran representatives and veteran organizations to identify qualified female veterans.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Work with veteran organizations for referrals of qualified Women candidates.	Civil Rights Office	July 31, 2000 Ongoing
2. Fax appropriate job postings to female and community organizations.	Civil Rights Office	July 1, 2000 Ongoing
3. Quarterly, evaluate the number and percent of Women employed and/or promoted.	Civil Rights Office and Bureau of Information Processing	September 30, 2000 Quarterly thereafter
4. Quarterly, calculate the number and percent of Women employees promoted into higher level EEO categories.	Civil Rights Office	September 30, 2000 Quarterly thereafter
5. Quarterly, distribute to each District Engineer and Director an evaluation on the promotion/hiring of Women.	Civil Rights Office	September 30, 2000 Quarterly thereafter

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
6. Quarterly, provide information to the Secretary of the Department of Transportation that reflects the status of the promotion/hiring of Women.	Civil Rights Office	September 30, 2000 Ongoing
7. Identify and correspond with Women organizations for qualified applicants.	Civil Rights Office	October 31, 2000 Ongoing
8. Network with various professional and community organizations to identify qualified applicants.	Civil Rights Office	October 30, 2000 Ongoing
9. IDOT's Bureau of Personnel Management will recruit nationally semiannually for Women Civil Engineers.	Bureau of Personnel Management	November 30, 2000 and April 30, 2001

Monitoring Procedures:

1. The quarterly work force analysis and various IDHR quarterly reports will be used to analyze progress.
2. Meetings with Directors and each District Engineer will be used to evaluate progress, set goals and develop strategies to decrease underutilization.

PROGRAMMATIC GOAL

Problem Area: Protected Class Employment

As of June 30, 2000, protected class individuals are currently underutilized in the following EEO categories: Official/Manager, Professional, Technician, Paraprofessional, Office/Clerical, Skilled Craft and Service Maintenance.

Goal:

To increase the number of protected class individuals in the EEO categories that are underutilized. Concentrate on improving utilization in the Official/Manager, Professional and Service Maintenance categories.

Objective:

Work with management to capitalize on opportunities to fill vacancies by promoting or hiring qualified protected classes within underutilized categories whenever possible.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Work with educational institutions and veterans organizations to identify qualified protected class applicants.	Civil Rights Office	July 1, 2000 Ongoing
2. Quarterly, evaluate the number and percent of protected class employed.	Civil Rights Office and Bureau of Information Processing	September 30, 2000 Quarterly thereafter
3. Quarterly, calculate the number and percent of protected class employees promoted into higher level EEO categories.	Civil Rights Office and Bureau of Information Processing	September 30, 2000 Quarterly thereafter
4. Quarterly, distribute to each District Engineer and Director an evaluation on the promotion/hiring of protected classes.	Civil Rights Office	September 30, 2000 Quarterly thereafter

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
5. Quarterly, provide information to the Secretary of the Department of Transportation that reflects the status of the promotion/hiring of protected class individuals.	Civil Rights Office	September 30, 2000 Ongoing
6. Work with community-based organizations such as the Urban League for referrals of qualified protected class candidates.	Civil Rights Office and District Personnel	October 31, 2000 Ongoing
7. Network with various professional associations to identify qualified applicants as vacancies occur.	Civil Rights Office	November 30, 2000 Ongoing
8. IDOT's Bureau of Personnel Management will recruit nationally semi-annually for protected class Civil Engineers.	Bureau of Personnel Management	November 30, 2000 and April 30, 2001

Monitoring Procedure:

1. The quarterly work force analysis and various IDHR quarterly reports will be used to analyze progress.
2. Meetings with the Directors and each District Engineer will be used to evaluate progress, set goals and develop strategies to decrease underutilization.

PROGRAMMATIC GOAL

Problem Area: Veterans Preference

There are hardly any women veterans and few protected class veterans on the CMS titles utilized by the Illinois Department of Transportation.

Goal:

To increase the number of female and protected class veteran applicants on the Highway Maintainer eligibility lists.

Objective:

To employ more female and protected class veterans, concentrating on the Highway Maintainer title by identifying schools that offer classes to obtain a commercial drivers license (CDL) with a hazardous materials endorsement.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Identify schools in protected class communities that offer CDL classes.	Civil Rights Office	September 2000
2. Meet with school officials regarding their program.	Civil Rights Office and School Officials	October 2000
3. Meet with organizations that can identify qualified veteran candidates.	Civil Rights Office, Veterans' Affairs and IDES	October 2000
4. Update IDOT officials on the proposed program.	Civil Rights Office	October 2000
5. Work with IDOT management to have the test and scoring for the Highway Maintainers exam evaluated by CMS.	Civil Rights Office, Finance & Administration and CMS	October 2000
6. Veterans will begin the CDL class.	Identified School	October 2000

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
7. Begin the process with another school.	Civil Rights Office and Identified School	November 2000
8. Graduates with their CDL license will take the Highway Maintainer exam.	College, SOS	Ongoing
9. Applicants will be interviewed as vacancies occur in the county they indicated on the CMS eligibility list.	IDOT	Ongoing

Monitoring Procedure:

1. Work closely with CMS, IDES and Veterans' Affairs to ensure that the veterans enrolled in the CDL classes meet CMS standards for veterans' preference.
2. Meet with school officials monthly to obtain participants update on progress.
3. Obtain copies of grades when class participants take the Highway Maintainer exam.
4. Monitor interview and hiring ratio of participants of the program.

PROGRAMMATIC GOAL

Problem Area: Suspension of African American Males

African American males employed in the Service Maintenance category are suspended at a rate much greater than their representation in the work force. This has been documented for the past several years.

Goal:

To develop and implement a plan of action to address the issue of the suspension rate of African American males.

Objective:

To decrease the incidents of suspension of African American males so that the suspension rates are equal to their representation in the work force.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Finalize contract with the consultant selected to conduct a compliance review of IDOT suspensions.	IDOT and University of Illinois - Chicago	August 2000
2. Meet with identified consultant.	IDOT, FHWA, IDHR and consultant	September 2000
3. Develop an interview module for Highway Maintainers.	Selected consultant	September 2000
4. Begin the compliance review.	Selected consultant	October 2000
5. Meet with selected consultant for an update.	Civil Rights Office, selected consultant and District 1	January 2000 Quarterly Thereafter
6. Receive and review consultant's findings and recommendation.	IDOT, FHWA and IDHR	April 2001
7. Meet with consultant to discuss findings and recommendation.	IDOT, FHWA, IDHR and consultant	May 2001

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
8. Determine plan of action.	IDOT	June 2001

Monitoring Procedure:

1. Monitor adherence to time lines.
2. Meet with consultant conducting the compliance review quarterly to evaluate progress and address concerns.
3. Discuss periodic findings with appropriate IDOT management.



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway/Springfield, Illinois/62764

NUMERICAL GOALS

Narrative

The Department's numerical goals are developed by calculating the underutilization of African Americans, Hispanics, Females, Asian Americans and Native Americans within IDOT's nine Districts and the Central Office. Goals for each of the eight EEO categories are calculated per instructions provided by the Illinois Department of Human Rights (IDHR). Numerical goals must be established for the fiscal year by quarter and encompass total underutilization.

As of July 1, 2000, the Department had a total underutilization of two thousand four hundred sixteen (2,416). Goals will be defined to employ three hundred twelve (312) African Americans, one hundred twenty-two (122) Hispanics, one thousand nine hundred thirty-five (1,935) Females, forty-three (43) Asian Americans and four (4) Native Americans.

The Department of Transportation will demonstrate a good-faith effort to decrease underutilization. This will be accomplished by remaining cognizant of the need to employ qualified minorities and females within EEO categories as they are underutilized.

NUMERICAL GOAL

Problem Area: African American Employment

Throughout the state of Illinois, the Department has an underutilization of three hundred twelve (312) African Americans.

Goal:

To employ three hundred twelve (312) African Americans: placing forty-one (41) in the Official/Manager Category, thirty-two (32) in the Professional Category, twenty (20) in the Technician Category, twenty-four (24) in the Paraprofessional Category, two (2) in the Office Clerical Category, one (1) in the Protective Service Category, four (4) in the Skilled Craft Category, and one hundred eighty-eight (188) in the Service Maintenance Category.

Objective:

Work to compile a file of qualified African American applicants so that when vacancies occur there will be individuals available to refer for an interview.

Action Item	Assigned Responsibility	Target Date
1. Utilized minority recruitment sources to disseminate requirements for entry level college graduate positions.	Civil Rights Office and Personnel Management	10/31/00 Ongoing
2. Work with the Illinois Affirmation Action recruitment Program and other Chicago area recruiting sources in a effort to generate a pool of qualified African American applicants.	Civil Right Office	11/30/00 Ongoing
3. Utilize the networking system of Illinois Affirmative Action Officers Association and the American Association for Affirmative Action.	Civil Rights Office	10/31/00 Ongoing
4. Disseminate appropriate information to college placement officers.	Civil Rights Office and Personnel Management	10/31/00 Ongoing

Action Item	Assigned Responsibility	Target Date
5. Employ ten (10) Official/Managers, eight (8) Professionals, five (5) Technicians six (6) Paraprofessionals, one (1) Office Clerical, and forty-seven (47) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	9/30/00
6. Employ ten (10) Official/Managers, eight (8) Professionals, five (5) Technicians six (6) Paraprofessionals One (1) Office Clerical, and forty-seven (47) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	12/31/00
7. Employ ten (10) Official/Managers, eight (8) Professionals, five (5) Technicians, six (6) Paraprofessionals, two (2) Skilled Craft, and forty-seven (47) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	3/31/01
8. Employ eleven (11) Official/Managers, eight (8) Professionals, Five (5) Technicians, six (6) Paraprofessionals, one (1) Protective Service, two (2) Skilled Craft, and forty-seven (47) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	6/30/01

Monitoring Procedure

Obtain monthly computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports submitted to IDHR to analyze progress.

NUMERICAL GOAL

Problem Area: Hispanic Employment

Throughout the state of Illinois, the Department has an underutilization of one hundred twenty-two (122) Hispanics.

Goal:

To employ one hundred twenty-two (122) Hispanics: placing ten (10) in the Official/Manager Category, nineteen (19) in the Professional Category, eleven (11) in the Technician Category, four (4) in the Paraprofessional Category, two (2) in the Office Clerical Category, one (1) in the Skilled Craft Category and seventy-five (75) in the Service Maintenance Category.

Objective:

Work to compile a file of qualified Hispanic applicants so that when vacancies occur there will be individuals available to refer for an interview.

Action Item	Assigned Responsibility	Target Date
1. Utilize minority recruitment sources to disseminate requirements for entry level college graduate positions.	Civil Right Office And Personnel Management	10/31/00 Ongoing
2. Work with the Illinois Affirmation Active Recruitment Program and other Chicago area recruiting sources in a effort to generate a pool of qualified Hispanic applicants.	Civil Rights Office	11/30/00 Ongoing
3. Utilize Hispanic recruitment sources to disseminate requirements for entry level college graduate positions.	Civil Rights Office	10/30/00 Ongoing
4. Disseminate appropriate information to Hispanic organizations and Hispanic placement officers.	Civil Rights Office	10/31/00 Ongoing

Action Item	Assigned Responsibility	Target Date
5. Employ three (3) Official/Managers, five (5) Professionals, four (4) Technicians, and nineteen (19) Service Maintenance	Personnel Management, District Personnel and Central Office Administrators	9/30/00
6. Employ two (2) Official/Managers, five (5) Professionals, three (3) Technicians, two (2) Paraprofessionals, nineteen (19) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	12/31/00
7. Employ three (3) Official/Managers, five (5) Professionals, two (2) Technicians, two (2) Paraprofessionals, one (1) Skilled Craft, one (1) Office Clerical, and nineteen (19) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	3/31/01
8. Employ two (2) Official/Managers, four (4) Professionals, two (2) Technicians, one (1) Office Clerical, and nineteen (19) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	6/30/01

Monitoring Procedure

Obtain monthly computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports submitted to IDHR to analyze progress.

NUMERICAL GOAL

Problem Area: Female Employment

Throughout the state of Illinois, the Department has an underutilization of one thousand nine hundred thirty-five (1,935) Females.

Goal:

To employ one thousand nine hundred thirty-five (1,935) Females: placing two hundred fifty-five (255) in the Official/Manager Category, four hundred fifty-eight (458) in the Professional Category, two hundred forty-six (246) in the Technician Category, one (1) in the Protective Service Category, ninety-two (92) in the Paraprofessional Category, thirteen (13) in the Skilled Craft Category, and eight hundred seventy (870) in the Service Maintenance Category.

Objective:

Work to compile a file of qualified Female applicants so that when vacancies occur there will be individuals available to refer for an interview.

Action Item	Assigned Responsibility	Target Date
1. Work with the Illinois Affirmative Action Recruitment Program to generate a pool of qualified Female, especially minority to refer as vacancies occur.	Civil Rights Office	10/31/00 Ongoing
2. Disseminate appropriate information on a timely basis to female organizations.	Civil Rights Office and Personnel Management	11/30/00 Ongoing
3. Utilize Female recruitment sources to disseminate requirements for entry level college graduate positions.	Civic Rights Office and Personnel Management	10/31/00 Ongoing
4. Utilize the networking system of the Illinois Affirmation Action Officers Association and the American Association for Affirmative Action	Civic Rights Office	10/31/00 Ongoing

Action Item	Assigned Responsibility	Target Date
5. Employ sixty-five (65) Official/Managers, one hundred fifteen (115) Professionals, sixty-two (62) Technicians, twenty-three (23) Paraprofessionals, four (4) Skilled Craft, and two hundred eighteen (218) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	9/30/00
6. Employ sixty-five (65) Official/Managers, one hundred fifteen (115) Professionals, sixty-two (62) Technicians, twenty-three (23) Paraprofessionals, four (4) Skilled Craft, and two hundred eighteen (218) Service Maintenance	Personnel Management, District Personnel and Central Office Administrators	12/31/00
7. Employ sixty-five (65) Official Managers, one hundred fourteen (114) Professionals, sixty-one (61) Technicians, twenty-three (23) Paraprofessionals, four (4) Skilled Craft, and two hundred seventeen (217) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	3/3/01
8. Employ sixty (60) Official/Managers, one hundred fourteen (114) Professionals, sixty-one (61) Technicians, twenty-three (23) Paraprofessionals, one (1) Protective Service, one (1) Skilled Craft, and two hundred seventeen (217) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	6/30/01

Monitoring Procedure

Obtain monthly computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports submitted to IDHR to analyze progress.

NUMERICAL GOAL

Problem Area: Asian American Employment

Throughout the state of Illinois, the Department has an underutilization of forty-three (43) Asian Americans.

Goal:

To employ forty-three (43) Asian Americans: placing one (1) in the Official/Manager Category, eight (8) in the Professional Category, three (3) in the Technician Category, one (1) in the Paraprofessional Category, one (1) in the Office Clerical Category and twenty-nine (29) in the Service Maintenance Category.

Objective:

Work to compile a file of qualified Asian American applicants so that when vacancies occur there will be individuals available to refer for an interview.

Action Item	Assigned Responsibility	Target Date
1. Working with the Illinois Affirmation Action Recruitment Program to Generate a pool of qualified Asian American applicants To refer as vacancies occur.	Civic Rights Office	10/31/00 Ongoing
2. Disseminate appropriate information On a timely basis to Asian American Organizations.	Civil Rights Office and Personnel Management	11/30/00 Ongoing
3. Utilize Asian American recruitment sources to disseminate requirements for entry level college graduate positions.	Civil Rights Office and Personnel Management	10/31/00 Ongoing
4. Utilize the networking system of the Illinois Affirmative Action Officers Association, American Association, for Affirmative Action, the Asian Human Service and other Asian recruiting resources.	Civil Rights Office	10/31/00

Action Item	Assigned Responsibility	Target Date
5. Employ two (2) Professional, One (1) Paraprofessionals, and seven (7) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	9/30/00
6. Employ one (1) Official/Managers, two (2) Professionals, One (1) Technician, and seven (7) Service Maintenance.	Personnel Management, District Personnel And Central Office Administrators	12/31/00
7. Employ two (2) Professionals, one (1) Technician, and seven (7) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	3/31/01
8. Employ two (2) Professionals, one (1) Technician, one (1) Office Clerical, and eight (8) Service Maintenance.	Personnel Management, and Central Office Administrators	6/30/01

Monitoring Procedure

Obtain monthly computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports submitted to IDHR to analyze progress.

NUMERICAL GOAL

Problem Area: Native American Employment

Throughout the state of Illinois, the Department has an underutilization of four (4) Native Americans.

Goal:

To employ four (4) Native Americans: placing one (1) in the Professional Category, one (1) in the Technician Category, and two (2) in the Service Maintenance Category.

Objective:

Work to compile a file of qualified Native American applicants so that when vacancies occur there will be individuals available to refer for an interview.

Action Item	Assigned Responsibility	Target Date
1. Work with the Illinois Affirmative Action recruitment Program to generate a pool of qualified Native American applicants to refer as vacancies occur.	Civil Rights Office	10/31/00 Ongoing
2. Disseminate appropriate information on a timely basis to Native American Organizations.	Civil Rights Office and Personnel Management	11/30/00 Ongoing
3. Utilize Native American recruitment sources to disseminate requirements for entry level graduate positions.	Civil Rights Office and Personnel Management	10/31/00 Ongoing
4. Utilize the networking system of the Illinois Affirmative Action Officers Association, American Association for Affirmative Action, the American Indian Science and Engineering Society, and other Native American organizations.	Civil Rights Office	10/31/00 Ongoing

Action Item	Assigned Responsibility	Target Date
5. Employ one (1) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	12/31/00
6. Employ one (1) Service Maintenance.	Personnel Management, District Personnel and Central Office Administrators	3/31/01
7. Employ one (1) Professional, and one (1) Technician.	Personnel Management, District Personnel and Central Office Administrators	6/30/01

Monitoring Procedure

Obtain monthly computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports submitted to IDHR to analyze progress.

PART V



Illinois Department of Transportation

Office of Finance and Administration

2300 South Dirksen Parkway / Springfield, Illinois / 62764

DEPARTMENT OF TRANSPORTATION COMPLAINT PROCESS

In concert with the Secretary of Transportation's policy statement, the Illinois Department of Transportation (IDOT) affirms its commitment to a policy of Equal Employment Opportunity through the implementation of a Complaint Investigation Process to promote the internal resolution of employee complaints of alleged discrimination, sexual harassment and/or harassment. It is the conviction of IDOT that the establishment of this Complaint Investigation Process shall provide an internal avenue of redress to informally resolve complaints of alleged civil rights violations while informing employees of their right to file a complaint externally.

To that end, supervisors and managers are responsible for the resolution of valid complaints of civil rights violations within their organizational level. The Civil Rights Office shall advise and support management by investigating the complaints, documenting the facts, presenting the findings and making recommendations to resolve the dispute.

Allegations of inappropriate behavior that do not constitute a civil rights violation will be referred to labor relations or management. All employees will follow IDOT policies and procedures when allegations of civil rights violations occur. Chapter 9-2 section D & D1 of IDOT's Personnel Policies Manual states:

9-2 D. Civil Rights Violations. Disciplinary action involving matters which represent a potential violation of the Illinois Human Rights Act or federal Civil Rights Act shall be treated as follows:

1. Any office/division/bureau which receives a complaint against an employee alleging an act which constitutes a potential violation of the Illinois Human Rights Act or federal Civil Rights Act (e.g., racial or sexual harassment) shall immediately report such matter to the Department's Civil Rights Office. Employees may file a complaint directly with the Office of Civil Rights.

2. The Civil Rights Office, in conjunction with the office/division/bureau which reported the complaint, shall investigate the matter and report its determinations to the Civil Rights Committee. The committee shall consist of the following persons: the Director of Finance and Administration or his/her designee, the Chief Counsel or his/her designee and a representative from the office/division/bureau in which the employee works.
3. The office/division/bureau may respond to the Office of Civil Rights' findings and the recommended level of discipline.
4. The committee shall review all information concerning the alleged violation, including but not limited to the investigative reports by the Civil Rights Office and shall have the authority to interview witnesses and discuss the matter with the employee's supervisor(s).
5. Subsequent to review, the committee shall make the following recommendations to the Director of Finance and Administration:
 - a) whether the employee has committed a violation of Department policy, and
 - b) if such a violation has occurred, the level of discipline to be imposed. The Director of the Office of Finance and Administration shall act on the committee's recommendation.

An employee who is disciplined pursuant to a recommendation by the committee shall retain all grievance rights.

RESOLUTION

Attempts will be made to resolve issues prior to the filing of a complaint. Both parties will be given an opportunity to present their side of the issue. Successful resolution of the issue will close the complaint. The resolution will be documented and presented in the form of a Settlement Agreement. If the issues are not resolved, the complainant may utilize the internal and/or external complaint process.

INTERNAL COMPLAINT

Any person alleging to be aggrieved by a discriminatory or harassing practice may complete IDOT's Employment Discrimination Complaint form and forward it to the Civil Rights Office. Employees are encouraged to complete the internal complaint form and return the signed form along with any documents substantiating the allegations within ninety (90) days of the alleged discriminatory or harassing practice to the Civil Rights Office. An internal complaint will not be accepted 300 days after the alleged violation.

Procedure

Any office/division/bureau that receives a complaint against an employee alleging an act that constitutes a potential violation of the Illinois Human Rights Act or federal Civil Rights Act (e.g., racial or sexual harassment) shall immediately report such matter to the Department's Civil Rights Office. Employees may file a complaint directly with the Office of Civil Rights.

Once the complaint form is received, it is logged in; a file is established; and it is assigned to an Affirmative Action Specialist for investigation. Within two (2) working days after receipt of the complaint, notification of receipt of the complaint is forwarded to the complainant, the office where the alleged violation is reported, the director of that division, the Director of Finance and Administration and the Secretary of Transportation. In addition, the complainant will be notified if additional information/documentation is necessary.

Investigation

Management is asked to respond to the allegations of the complaint within ten (10) working days of receipt. The response shall entail the verification of information with the immediate supervisor, collection of all documentation related to the complaint and additional information deemed necessary.

Sexual Harassment Complaints--Sexual harassment is unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature. Because sexual advances may be difficult to discern and it is a very sensitive and serious issue, the Civil Rights Office will be involved in all phases of the investigation process. Investigation procedures previously outlined in Chapter 9-2 section D & D1 of IDOT's Personnel Policies Manual will be followed.

Options

The complainant may withdraw or amend all or a portion of the complaint during the investigation. Items may be added to the complaint as long as they are written within 300 days of the alleged infraction. The complaint may be dismissed after the investigation if a preponderance of the evidence indicates there is no merit to the complaint or the issue is not a civil rights issue.

Counseling

Throughout this investigation process, management and the complainant are kept apprised of the status of the investigation. Counseling is an integral component of the investigation process. The complainant and the respondent are involved.

Conciliation Efforts

The Civil Rights Officer shall conduct and coordinate conciliation efforts by conferring with the appropriate parties in an attempt to secure a reasonable settlement. A conciliation conference may be convened where all parties may attend in person or via a representative to propose, discuss and agree to a resolution of the complaint.

If the complaint cannot be satisfactorily resolved at this level, the Civil Rights Officer shall document the efforts made to resolve the complaint and provide a written explanation of the reasons why the complaint was not able to be resolved to the Director of Finance and Administration, the director of the particular office/division/bureau involved and the Civil Rights Committee.

Investigation Findings

All documentation will be compiled and presented to the Civil Rights Committee along with recommendations from the Civil Rights Office.

The use of this internal Complaint Investigation Process does not preclude the right of an employee to file a complaint directly with the Illinois Department of Human Rights (IDHR) within 180 days of the alleged violation or the Equal Employment Opportunity Commission (EEOC) within 300 days of the alleged violation. The filing of any complaint of alleged discrimination may not be used as a basis for future retaliation adversely affecting the rights of any employee.

EXTERNAL COMPLAINT

An external charge is one that is filed with the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC). A charge may be filed by a person who feels he/she has suffered direct harm from an alleged discriminatory/harassing practice.

Procedure

All complaints must be received in writing from IDHR or EEOC and signed before they can be processed. Once the complaint form is received, it is logged in; a file is established; and it is assigned to an Affirmative Action Specialist for investigation. Within two (2) working days after receipt of the complaint, notification of receipt of the complaint is forwarded to the complainant, the office where the alleged violation is reported and the director of that division. In addition, the complainant will be notified if additional information/documentation is necessary.

Investigation

Management is asked to respond to the allegations of the complaint within ten (10) working days of receipt. The response shall entail the verification of information with the immediate supervisor, collection of all documentation related to the complaint and additional information deemed necessary.

The response received from management is reviewed and analyzed for its thoroughness. Additional information such as evaluations, time sheets, etc. may be required. Meetings will be scheduled with management, the complainant and witnesses in an effort to obtain all related facts. Investigation procedures previously outlined in Chapter 9-2 section D & D1 of IDOT's Personnel Policies Manual will be followed.

Options

Throughout this process the complainant may withdraw or amend all or a portion of his/her complaint. IDHR's procedures allow a complaint to be amended as long as it is amended within 180 days, or 300 days, if filed with EEOC, of the alleged infraction.

Conciliation Efforts

The Civil Rights Office shall conduct and coordinate conciliation efforts by conferring with the parties in an attempt to secure a settlement. A conciliation

conference may be convened which all parties may attend in person or by representative to propose, discuss and agree to a resolution of the complaint. If the complaint can be resolved, the terms of the settlement are forwarded to IDHR or EEOC, and a formal settlement is compiled and signed by all appropriate individuals. If the complaint cannot be satisfactorily resolved, the complaint will follow the normal process required by IDHR or EEOC.

Response to IDHR or EEOC

The Illinois Department of Human Rights (IDHR) requires that the Department respond to the charge with a position statement and provide a verified response to the allegations contained in the charge within sixty (60) days of the date the charge was filed. (A verified response includes a notarized statement that information submitted to IDHR is correct.)

Correspondence is then forwarded to the investigating agency which includes all relevant documents. The complainant receives a copy of the verified response. The investigation process can be continued after the position statement has been submitted to the enforcement agency in an effort to effect conciliation.

EEOC requires the Department to respond to the charge within thirty (30) days of the date the charge was perfected.

Fact-Finding Conference

The IDHR will schedule a fact-finding conference. The attendees will include management cited in the alleged violation, personnel from the Civil Rights Office assigned to investigate the complaint, the complainant and the Civil Rights Officer. EEOC usually does not require a fact-finding conference.

Determination

The Illinois Department of Human Rights has 365 days to conduct its investigation. If IDHR determines that there is no substantial evidence and dismisses the charge, the complainant may request a review by the Chief Legal Counsel of IDHR within thirty (30) days of receipt of the notice of dismissal.

If IDHR determines that there is substantial evidence, an IDHR attorney will be designated to conciliate. The complainant also has a right to file with the Human Rights Commission between 365 and 395 days after the initial filing of the charge.

MEDIATION

The IDHR and the EEOC offer a mediation program. The mediation programs are free, fast, provide an opportunity for both parties to present their side of the issue, and the mediator is neutral.

If management within the office/division/bureau the complaint is filed agrees to mediation, the Director of Finance and Administration will be notified. Once the Director has granted approval, IDHR or EEOC will be notified.

The mediation program is designed to settle the dispute immediately without deciding the merits of the charge. Successful mediation results in settlement and closure of the complaint. If the mediation is not successful, the complaint will continue to be processed and investigated by IDHR or EEOC.

The addresses and phone numbers of IDOT's Civil Rights Office, IDHR and EEOC are as follows:

Illinois Department of Transportation
Civil Rights Office
2300 S. Dirksen Parkway, Room 118
Springfield, Illinois 62764
217/782-2762
TTY 217/524-4875

Illinois Department of Human Rights
222 South College, Room 101A
Springfield, Illinois 62704
217/785-5100
TTY 217/785-5125

Illinois Department of Human Rights
James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, Illinois 60601
312/814-6200
TTY 312/263-1579

Equal Employment Opportunity Commission
500 West Madison Street, Suite 2800
Chicago, Illinois 60661
312/353-2713
TTY 312/353-2421

Equal Employment Opportunity Commission
1222 Spruce Street, Room 8-100
St. Louis, Missouri 63103
314/539-7800
TTY 314/425-6547



Employment Discrimination Complaint

Complainant:		Title:		Office/Division/District:	
Address:		City:		State:	Zip Code:
Home Telephone:			Business Telephone:		
Specific basis of discrimination / harassment:					
<input type="checkbox"/> Martial Status _____ <input type="checkbox"/> Sexual Harassment					
<input type="checkbox"/> Race _____ <input type="checkbox"/> Religion <input type="checkbox"/> Age _____ <input type="checkbox"/> Disability <input type="checkbox"/> Color <input type="checkbox"/> Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female					
<input type="checkbox"/> National Origin <input type="checkbox"/> Retaliation <input type="checkbox"/> Other _____					
Special Area of discriminatory / harassing employment practice:					
<input type="checkbox"/> Discipline <input type="checkbox"/> Interview					
<input type="checkbox"/> Promotion <input type="checkbox"/> Compensation <input type="checkbox"/> Lay Off <input type="checkbox"/> Selection <input type="checkbox"/> Transfer <input type="checkbox"/> Training <input type="checkbox"/> Discharge					
<input type="checkbox"/> Other _____					
Name and title of person(s) charge with discriminatory / harassing employment practice:					
Name: _____ Title: _____					
Name: _____ Title: _____					
Date of alleged discriminatory / harassment practice: _____					
Specific way(s) in which the above person(s) is / are alleged to have discriminated / harassed: (Use reverse side or additional page(s) if required.)					
_____ _____ _____					
Name and location of witnesses and / or comparatives: (Use reverse side or additional page(s) if required.)					
_____ _____					
Have you made an effort to resolve the issue through your supervisor(s), the grievance procedure, or with any public or private organization? (If yes, explain) <input type="checkbox"/> Yes <input type="checkbox"/> No					
Complaint's Signature:			Date filed:		
Civil Rights Officer's Signature:			Date received:		

Note: To initiate an internal charge of discrimination / harassment, this form may be filed with the IDOT Civil Rights Office within 90 days of the alleged violation. To initiate an external charge of discrimination / harassment, contact the Illinois Department of Human Rights (IDHR) within 180 days of the alleged violation and within 300 days contact the Equal Employment Opportunity Commission (EEOC).

PART VI



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway / Springfield, Illinois / 62764

AFFIRMATIVE ACTION FOR EMPLOYING PERSONS WITH DISABILITIES

The Department requires each new employee to complete a form entitled "Survey for Disabled Employees." The employees are asked to designate any disability on this form. The form is forwarded to the Civil Rights Office. The number and percent of disabled appointments are reported quarterly to the Illinois Department of Human Rights. The total number of IDOT employees that identified a disability on this form as of June 30, 1999 is indicated below.

Number of disabled employees	339
Total number of employees	6,902
Percent of disabled employees	5

Nondiscrimination in all Employment Practices

The ADA prohibits discrimination against a qualified individual with a disability on the basis of disability in the following employment practices:

- Recruitment, advertising, and job application procedures;
- Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff, and rehiring;
- Rates of pay or any other form of compensation and changes in compensation;
- Job assignments, job classifications, organizational structures, position descriptions, lines of progression, and seniority lists;
- Leaves of absence, sick leave, or any other leave;
- Fringe benefits available by virtue of employment, whether or not administered by the covered entity;

- Selection and financial support for training, including apprenticeships, professional meetings, conferences, and other related activities, and selection for leaves of absence to pursue training;
- Activities sponsored by a covered entity including social and recreational programs; and
- Any other term, condition, or privilege of employment.

Definition

Within the Americans with Disabilities Act (ADA) of 1990, disability is defined as:

A physical or mental impairment that substantially limits one or more of the individual's major life activities.

These include the following:

- Physiologic disorders or conditions, cosmetic disfigurement or anatomical loss affecting these body systems: special sense organs, respiratory and speech organs, cardiovascular, reproductive, digestive, genitourinary, hemic/lymphatic, skin/endocrine;
- Any mental/psychological disorder such as mental retardation, organic brain syndrome, emotional/mental illness and specific learning disabilities;
- Orthopedic, visual, speech, hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, MS, HIV+, cancer, heart disease, diabetes, drug addiction, and alcoholism.

Disability does not include the following:

- Transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders not resulting from physical impairments, or other sexual behavior disorders;
- Compulsive gambling, kleptomania, or pyromania;
- Psychoactive substance use disorders resulting from current illegal use of drugs;
- Homosexuality and bisexuality--these are not impairments and so are not disabilities as defined in this part.

A qualified individual is defined as an individual who:

- Has a physical or mental impairment which substantially limits one or more major life activities;
- Has a record of an impairment;
- Is regarded as having such impairment;
- Is associated with a disabled individual;
- Satisfies the requisite skill, experience, education, and other job-related requirements of the employment position such individual holds or desires, and who with or without reasonable accommodation, can perform the essential functions of such position.

These **essential functions** of the position are defined as the fundamental job duties of the employment position. Consider the following factors when determining essential functions:

- Whether the position exists to perform a particular function;
- Number of other employees available to perform the job function;
- Degree of expertise or skill required to perform the function.

Pre-Employment Inquiries -- Permissible v. Impermissible

The ADA prohibits an employer from making any pre-employment inquiries regarding an applicant's physical or mental disability.

According to the ADA, employers may ask about an applicant's ability to perform both essential and marginal job functions. However, employers may not refuse to hire an applicant with a disability because the applicant's disability prevents him or her from performing marginal functions.

Permissible Inquiries

- Employers may describe or demonstrate the job function and ask if the applicant can perform that function with or without reasonable accommodation.
- Employers may ask whether the applicant has a drivers license if driving is a job function but may not ask whether the applicant has a visual disability.
- Employers may also ask an applicant (including one with a known disability) to describe or demonstrate how, with or without reasonable accommodation, the applicant will be able to perform job-related functions. Generally, this must be asked of all applicants. If an applicant has a known disability that may interfere with the performance of a job-related function, then you can ask only that applicant about reasonable accommodation.

Impermissible Inquiries

- Employers may not use an application form that lists potentially disabling impairments and ask the applicant to check any of those which he/she may have.
- Employers may not ask how often individuals will require leave for treatment or use leave as a result of incapacitation because of their disability.
- Employers may not ask about an applicant's prior workers' compensation history.
- Employers may not ask if an individual has any disabilities or impairments which may affect their performance on the job.
- Employers may not ask information about the types of medication an individual is taking.

Pre-Employment Physical Examinations

- Under the ADA, pre-employment medical examinations may only be given after a conditional offer of employment has been made to a particular individual. An employer can condition ultimate employment on successfully passing that exam.

- Post-offer medical exams must be given to all offerees in the same job category as the applicant in question without regard to whether individuals have or do not have a disability.
- Physical agility tests are not medical exams and can be given at any time in the employment process if all applicants for the position are required to take the exam.
- Pre-employment drug screens are not medical exams and thus can be given at an earlier stage in the screening process. However, tests for use of drugs, alcohol, AIDS, etc. must meet the above requirements.
- The Act imposes strict record keeping and confidentiality requirements. Medical examination records must be kept separate from the personnel file and access is limited to the following:
 - Supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;
 - First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and
 - Government officials investigating compliance with this Act shall be provided relevant information on request.

Note that employers may submit information to state workers' compensation offices and second injury funds in accordance with state workers' compensation laws.

If an employer withdraws an offer of employment because of the medical examination, either the exclusionary criteria must not screen out individuals with disabilities, or they must also demonstrate that there is no reasonable accommodation that would permit the individual to perform the essential functions of the job.

REASONABLE ACCOMMODATION

Definition

The term "reasonable accommodation" is defined as a:

- Modification or adjustment to a job application process that enables a qualified applicant with a disability to be considered for the position such qualified applicant desires; or
- Modification or adjustment to the work environment or to the manner or circumstances under which the position held or desired is customarily performed that enables a qualified individual with a disability to perform the essential functions of that position; or
- Modification or adjustment that enables a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

Legal Obligation

- An employer must provide a reasonable accommodation to the known physical or mental limitations of a qualified applicant or employee with a disability unless it can show that the accommodation would impose an undue hardship on the business.
- The obligation to provide a reasonable accommodation applies to all aspects of employment. This duty is ongoing and may arise any time that a person's disability or job changes.
- An employer cannot deny an employment opportunity to a qualified applicant or employee because of the need to provide reasonable accommodation unless it would cause an undue hardship.
- An employer does not have to make an accommodation for an individual who is not otherwise qualified for a position.
- Generally, it is the obligation of an individual with a disability to request a reasonable accommodation.
- A qualified individual with a disability has the right to refuse an accommodation. However, if the individual cannot perform the essential functions of the job without the accommodation, he/she may not be qualified for the job.
- If the cost of an accommodation would impose an undue hardship on the employer, the individual with a disability should be given the option of

providing the accommodation or paying that portion of the cost which would constitute an undue hardship.

Examples

- Making facilities readily accessible to and usable by an individual with a disability;
- Restructuring a job by reallocating or redistributing marginal job functions;
- Altering when or how an essential job function is performed;
- Part-time or modified work schedules;
- Obtaining or modifying equipment or devices;
- Modifying examinations, training materials or policies;
- Providing qualified readers and interpreters;
- Reassignment to a vacant position;
- Permitting use of accrued paid leave or unpaid leave for necessary treatment;
- Providing reserved parking for a person with a mobility impairment;
- Allowing an employee to provide equipment or devices that an employer is not required to provide.

The examples of reasonable accommodation do not cover the full range of accommodations because each request for accommodation must be determined on an individual basis. However, a reasonable accommodation must take into consideration the specific abilities and functional limitations of the individual and the specific functional requirement of a particular job.

Exceptions

- Personal accommodations, such as wheel chairs or hearing aids;
- Superfluous accommodations, such as providing a chauffeur rather than cab fare for a blind employee whose position requires traveling;

- Unreasonable accommodations such as hiring two full-time employees to fill one position.

An Employee's Responsibilities

A disabled applicant or employee seeking an accommodation must apprise the employer of the existence of his or her handicap and submit medical documents if requested. The disabled person must also cooperate in the discussion of various accommodations. Generally, the disabled employee must request an accommodation in order to be eligible for one; however, when an employee's need for accommodation is obvious, an employer must consider accommodation even if no request arises.

Employer Assistance

The following organizations can assist employers in identifying possible accommodation:

- Abledata
- Advocacy agencies representing disabled persons
- Association for Retarded Citizens
- Chicago Lighthouse for the Blind
- Department of Employment Security
- Department of Human Rights
- Department of Rehabilitation Services
- Federal agencies enforcing Section 503 and Section 504 of the Rehabilitation Act of 1973
- Job Accommodation Network (JAN)
- Illinois Department on Aging
- Secretary of State
- Sheltered workshops
- Centers for Independent Living
- United Cerebral Palsy
- Veterans Administration
- Vocational rehabilitation agencies

PROCEDURES FOR REASONABLE ACCOMMODATION REQUEST

The following procedures have been developed to serve as an action plan for complying with the Americans with Disabilities Act (ADA) in regard to processing reasonable accommodation requests from employees.

1. The employee shall submit a completed reasonable accommodation request form to his or her immediate supervisor. A copy of the request should be forwarded to the ADA Resource Information Coordinator, Marie Malek-Robinson, and the EEO Officer, Nell R. Clay. The employee should retain a copy of the request form in his or her files.
2. If requested by management, the employee shall submit medical documentation to support the need for accommodation.
3. If it is within the supervisor's authority to grant the accommodation request and he or she believes it to be a reasonable request, the supervisor may do so. Information about the nature and cost of the accommodation will be submitted to the ADA Resource Information Coordinator and the EEO Officer.
4. If the needed accommodation is not one that is within the supervisor's authority to grant, the supervisor should consult with the Office/District/Division ADA Coordinator. If it is within the Coordinator's authority to grant the accommodation and he or she believes it is a reasonable request, the Coordinator shall do so. Information about the nature and cost of the accommodation will be submitted to the ADA Resource Information Coordinator and the EEO Officer.
5. If the needed accommodation is not one that is within the Office/District/Division ADA Coordinator's authority to grant, it is referred to the ADA Resource Information Coordinator. If the accommodation is one that the ADA Resource Information Coordinator has the authority to grant, and he or she believes it to be a reasonable request, the ADA Resource Information Coordinator shall do so. Information about the nature and cost of the accommodation will be submitted to the EEO Officer.
6. Provided that the appropriate medical documentation has been submitted, the Department shall inform the employee in writing of the decision to grant or deny the request within 35 working days of receipt of the completed request form.

7. If the accommodation is granted, the employee shall be apprised in writing of the status of the purchase or implementation of the request on a monthly basis.
8. Approved accommodation requests shall be implemented within six months of receipt of the request, barring any extenuating circumstances.
9. If the accommodation request is denied at the ADA Resource Information Coordinator's level, the employee has the right to ask for a review of the decision by the ADA Compliance/Review Committee. The Compliance/Review Committee shall review all aspects of the request, including but not limited to, the need for accommodation, the resulting job enhancement, cost, medical documentation and doctor's recommendation. After complete review of the matter, the Compliance/Review Committee shall, within 35 working days of the request to review, notify the employee of its decision. If the accommodation request is denied, the employee may appeal to the Department's ADA Executive Appeals Committee. The Executive Appeals Committee's decision shall be final at the Department level.
10. An employee who has been denied an accommodation has the right to file a complaint at the state level with the Illinois Department of Human Rights within 180 days of the denial of the request. An employee may also file a complaint with the U.S. Equal Employment Opportunity Commission within 300 days of the denial.
11. Any action taken on a reasonable accommodation request should be documented and shall be retained for one year following final action in the matter.

PHYSICAL ACCESS AUDIT

The Department of Transportation offers programs, activities, and/or services to the public from sixty-one (61) different facilities throughout the state of Illinois. The Department of Transportation was allotted a total of \$1.6 million from a special statewide appropriation earmarked for ADA compliance for all state agencies.

Over a period of three years the Department has brought sixty-one (61) facilities into compliance with ADA requirements.



The Department's Affirmative Action Plan indicates the Illinois Department of Transportation's intention to provide reasonable accommodation to any employee with a qualified disability. In order to ascertain the nature of the accommodation, attach medical documentation that clarifies your disability and submit it along with this form to the Department's ADA Resource Information Coordinator and the Civil Rights Office. You will be contacted to discuss your request.

1. Name _____

2. Job Title and Division _____

3. Supervisor _____

4. Nature and Severity of Disability _____

5. Type of Accommodation Sought _____

_____ Structural Modification of the Facility	_____ Work Schedule Modification
_____ Job Restructuring	_____ Reader or Interpreter Service
_____ Acquisition/Modification of Equipment	_____ Reassignment to vacant position for which employee is qualified
_____ Other (specify) _____	_____ Flexible Leave Policy

6. Explain in what way your disability affects your capacity to: a) perform the job in question; b) make use of the employer facility; or c) attend or benefit from an employer-sponsored training program. State specifically the kind of accommodation you need.

7. I certify that all information is accurate to the best of my knowledge.

_____ Employee's Signature	_____ Date
_____ Supervisor's Signature	_____ Date
_____ Civil Rights Officer	_____ Date
_____ ADA District/Division Coordinator	_____ Date
_____ ADA Information Resource Coordinator	_____ Date

Approved _____ Disapproved _____

8. Explanation _____



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway/Springfield, Illinois/62764

NUMERICAL GOAL DISABLED PERSONS

Narrative

State agencies are required to set numerical goals for persons with disabilities pursuant to Section 2-105 of the Illinois Human Rights Act. These goals are calculated by using the external availability of persons with disabilities within the state of Illinois as delineated by the 1990 census. As with other affirmative action groups, the Department is expected to set overall hiring goals for persons with disabilities and attainable goals for the fiscal year.

The 1990 census indicates that disabled individuals constitute 3.4% of the persons in the Illinois labor force. As of June 30, 2000, the Department of Transportation had a total work force of six thousand nine hundred two (6,902) full-time permanent employees of which three hundred thirty-nine (339) designated a disability. Disabled employees constitute 4.92% of the Department's work force, therefore, the Department is at parity for disabled employees.

LABOR FORCE ANALYSIS FOR PEOPLE WITH DISABILITIES

Agency: Illinois Department of Transportation

Fiscal Year: 2001

Total Employees: 6,902

Percentage of People with Disabilities in Illinois
Labor Force 3.4%

Labor Force number 235

Number of Employees with Disabilities in Agency 339

Underutilization/Parity PARITY

PROJECTED GOALS FOR PEOPLE WITH DISABILITIES*

Anticipated Vacancies
For the Fiscal Year

Percentage of Persons with
Disabilities in Illinois Labor Force

Projected Goal for
Fiscal Year

* To be completed by agencies with underutilization of people with disabilities.



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway / Springfield, Illinois

STATEMENT OF REASONABLE ACCOMMODATION

It is the policy of the Illinois Department of Transportation to provide reasonable accommodation for qualified, disabled individuals who are employees or applicants for employment. IDOT will abide by all applicable federal and state laws, regulations, rules and guidelines regarding the provision of reasonable accommodations required to afford equal employment opportunity to qualified, disabled individuals. Such accommodations will be provided in a timely and cost-effective manner provided the accommodation is not an undue hardship. Employment opportunities shall not be denied because of the need to make reasonable accommodations to an individual's disability.

It is the responsibility of IDOT under state and federal laws to ensure that an applicant or employee is protected against discrimination if he/she is currently afflicted with a condition which constitutes a disability, has a history of affliction with such a condition, is perceived to have a disability or has a known relationship or association with a disabled individual.

Additional information about the Department's policy in this area can be obtained from the Department's Civil Rights Officer, Nell R. Clay, at 217-782-2762 or the ADA Resource Information Coordinator, Marie Malek-Robinson, at 217-524-7885.

A handwritten signature in black ink, appearing to read 'Kirk Brown'.

Kirk Brown
Secretary

Date

**IDOT
EMERGENCY
PLANNING
GUIDE**

**FOR
Harry R. Hanley Building
2300 South Dirksen Parkway
Springfield, Illinois 62764**

Important Phone Numbers

Emergency	9-911
Employee Safety Unit	2-6946
Building Security	2-7593
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Title 29 CFR Part 1910.38(a) Subpart E

An emergency affecting a large number of people may occur any time, any place. However, lives can be saved if personnel are prepared for an emergency and know what actions to take.

In order to prevent confusion and to minimize injuries, it is important to follow policies and procedures that have been developed.

The purpose of this guide is to assist Department Emergency and Alternate Wardens in the planning, development and safe execution of the emergency preparedness plan.

Warden _____
Name Phone

Alternate _____
Name Phone

Room Number _____

Number of Employees _____

Current List Of Employees

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
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_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

* Indicate employee needs special assistance

EMERGENCY WARDEN AND ALTERNATE WARDEN RESPONSIBILITIES

Wardens and alternates have been designated for each work area to coordinate a safe and efficient emergency evacuation plan. The wardens and alternates must attend an orientation program. The wardens are responsible for the fast, orderly and safe emergency procedures for all employees and visitors in the building. Each warden is responsible for:

1. Ensuring all employees adhere to the emergency plan.
2. Establishing an alternate emergency route if necessary.
3. Establishing a safe designated area for their respective groups to assemble so an accurate head count can be made after exiting the building or the emergency has passed.
4. Helping or designating personnel to assist disabled employees move to a designated safe area. It is important to remember that the personnel should not congregate in the flow of regular traffic. Wardens should see that the disabled personnel are removed from their work station to the designated assembly area immediately after the regular flow of foot traffic.
5. Remaining with the disabled employee until they reach the designated assembly area. If it is impossible to evacuate the disabled employee, the warden is to proceed directly to the first firefighter and direct the firefighter to the disabled employee.
6. Ensuring all visitors, including those who may be in a conference room (within their designated area), are accompanied on the appropriate emergency route.
7. Maintaining an up-to-date listing of employees in a designated area and have it available for inspection by the **Employee Safety Unit**.
8. Submitting a list of all disabled personnel and their locations, within the warden's area of responsibility, to the Employee Safety Unit for the fire department's use in ensuring the evacuation of disabled employees. Wardens are to keep their list current at all times.
9. Noting any congestion, overcrowding, etc. that you experienced within your specific area of responsibility.
10. Noting the time required to evacuate their area in case of a fire or other emergency.
11. Reporting the above information to the **Employee Safety Unit**.

EMERGENCY EVACUATION PROCEDURES

1. When the alarm is activated, the wardens will direct the personnel to the appropriate exit route.
2. The signal to evacuate the building will be a continuous ring of the fire alarm system.
3. Wardens will check all rooms in their area to see that everyone is out and that the doors are closed.
4. **Escalators are not to be used by personnel as a route of exit unless it is an absolute necessity because their designated or an alternate route of exit is blocked.**
5. All elevators are reserved for the use of emergency personnel only (firemen, police officers, etc.).
6. Wardens will utilize appropriate personnel to aid in the evacuation of disabled personnel in their respective areas.
7. The last person out of the stairwell should shut the stairwell door.
8. The first two people through an outside exit should hold the doors open for the people following, shut the doors after the last person has exited and then proceed to the designated area.
9. Assembly areas for drill purposes are the same areas designated in the event of an emergency.
10. In the event the alarm sounds when employees are not at their regular work station, they should follow the emergency exit procedure for the area in which they find themselves, make their way outside the building to their assigned warden and report so that an accurate head count can be made.
11. During a drill or an actual evacuation, everyone should walk to their nearest exit and move to the designated area. Under no circumstances should running be permitted.
12. No one is to re-enter the building until clearance is given either by the fire department or other emergency personnel.

IN CASE OF FIRE/ EMERGENCY EVACUATION PROCEDURES

1. Pull the alarm which will automatically:
 - a. Notify the alarm company and they in turn will contact the fire department.
 - b. Alert others in the building.
2. Evacuate the area.
3. Close the doors as leaving.
4. Personnel trained in the use of fire extinguishers may fight *small* fires after sounding alarm. **Do not endanger life. If fire is not out after emptying one extinguisher, discontinue attempt and evacuate.**
5. If the area is smoke-filled, keep body close to floor and stay low while moving.
6. Move to the evacuation route for your room/section and proceed to your designated assembly area. Designated assembly areas are to be at least 500 feet from the building.
7. Do NOT use the elevators or escalators.
8. Disabled personnel will be assisted by wardens, alternates or other designated Department personnel.

Enclosed Room - Fire Outside Door

A. Feel the door - if it is hot, **DO NOT OPEN IT !!!!!**

1. If you can reach a phone, call 9-911 and give your location.
2. Place an article of clothing, blanket, or similar item along the bottom of the door to keep smoke out.
3. If smoke begins to fill the room, keep body close to the floor and stay low.
4. Retreat as far as possible from the heat source.

B. Feel the door. If the door is not hot:

1. Open cautiously, standing behind the door, prepared to close the door fast if need be.

2. If the area entered is smoke-filled, keep body close to the floor and stay low while moving.
 2. Pull the fire alarm if it has not been done.
 3. Proceed to the pre-designated evacuation route.
 4. DO NOT use the elevators.
 5. Leave the building and move to your designated area.
- C. Stay grouped with your warden or alternate until all persons have been accounted for. Wardens will report to the Emergency Personnel and indicate those not accounted for.
- D. Wardens or emergency personnel will notify you when it is safe to return to the building.

IN CASE OF BOMB THREATS/ EMERGENCY EVACUATION PROCEDURES

If a call is received that a bomb has been planted at the office, try to determine the following from the call:

Date call received _____ Time _____

Exact location of bomb _____

Time set for detonation _____

What the bomb looks like _____

Why the bomb was placed _____

What kind of explosive was used _____

Caller: Male _____ Female _____ Adult _____ Child _____

Are there any identifying background noises _____

Name of person receiving call _____

If the caller does not wish to answer questions, try to encourage the caller to do so by expressing a desire to save lives. Try to keep the caller on the phone as long as possible so that the call can be traced.

If the caller does not give any essential information, it may be necessary to check the building for a bomb. Contact security at 2-7593.

Below is a list of places that should be checked for bombs.

Check:

- Conference or class room
- Corridors and entries
- Cafeteria, lunchroom and kitchen
- Lavatories
- Offices
- Employee locker and dressing rooms
- Janitors closet and boiler room
- Basement
- Outside perimeter of building

The following checklist will assist in what to look for while checking the office for a bomb.

Checklist:

Date _____

Location _____

Name of person checking _____

1. Are the windows shut and locked? Yes _____ No _____
2. Was the door locked? Yes _____ No _____
3. Was the door ajar upon entering? Yes _____ No _____
4. Are the lights on? Yes _____ No _____
5. Are there any of the following in the room?
 - a. Extraneous wires Yes _____ No _____
 - b. Packages Yes _____ No _____
 - c. Lengths of pipe Yes _____ No _____
 - d. Exposed matchbooks Yes _____ No _____
 - e. Wire or string attached to an unknown object Yes _____ No _____
 - f. A ticking sound Yes _____ No _____
6. Be sure to check:
 - a. Desks Checked _____
 - b. Walls and fixtures Checked _____
 - c. Floor Checked _____
 - d. Ceiling Checked _____
 - e. Closets Checked _____
 - f. Waste containers Checked _____
 - g. Bookshelves Checked _____

If any suspicious object believed to be a bomb is discovered, the following procedures should be followed:

- Contact Security
- Call **9-911**

IN CASE OF EARTHQUAKES

During an earthquake, the "solid" earth moves or sways. The shaking is seldom the actual cause of injury or death. Most casualties result from falling objects and debris because the shocks can damage or destroy buildings. Landslides and fires also can be triggered by earthquakes. For a building to be properly prepared, actions must be taken before, during and after an earthquake has occurred.

After an earthquake has passed, the following actions should be considered:

- Stay in place until signal to evacuate is given.
- Structural damage to the building needs to be assessed. Evacuation may be necessary and may need to be accomplished promptly. Existing emergency evacuation routes should be used if clear. If not a clear route, warden will determine alternate route.
- First aid may need to be rendered by trained volunteer and health care professionals.
- Aftershocks also may occur after the initial tremor. It may be necessary to take cover again while implementing the above steps.

Calm, diligent actions will be the best way to ensure safety and efficiency during and after an earthquake.

Education of Personnel

Wardens are responsible to inform staff of the danger of earthquakes before an earthquake occurs. It is important that personnel know where to seek shelter and how to protect their heads and bodies from falling or flying objects.

What to Do During An Actual Earthquake

The first indication of a damaging earthquake may be a gentle shaking. You may notice the swaying of hanging plants or light fixtures or hear objects wobbling on shelves. The first indication of an earthquake may be a violent jolt (such as a sonic boom). You may hear a low rumbling noise such as thunder. After these preliminary indicators, the shaking increases, and it may be difficult to stand up or move from one place to another. Do not wait to be certain that an earthquake is occurring, take immediate action! At the first indication of shaking, have staff drop and cover. Staff and clients who are in a conference or a classroom should crawl beneath desks or tables, place their heads between their knees and cover their heads with their arms. People who are in hallways or large open areas should move to an interior wall, crouch down and cover their heads with their arms. People who are outdoors should move away from buildings and utility wires and either lie or sit down. Everyone remains covered until the warden in charge is certain that the shaking has stopped.

During an earthquake the following events may happen:

- Objects will slide and crash together.
- Free standing cabinets and bookshelves may fall over.
- Wall mounted objects may shake loose and fly across the room.
- Suspended ceiling components may pop out bringing light fixtures, ventilators and many other ceiling fixtures down with them.
- Door frames may be bent and may jam doors shut. Window frames may bend and break causing windows to shatter sending dangerous shards of glass into rooms.
- The noise levels may be extremely high and many unfamiliar sounds will be heard. This will cause great emotional stress for all involved.

During an earthquake, the overriding concern must be for the safety of as many individuals as possible. A sense of order, although difficult to maintain, is needed throughout the event.

IN CASE OF TORNADO

The signal to leave work areas in the event of a tornado will be when the building's alarm is activated with an intermittent sound.

All employees shall proceed to their tornado assembly areas in a rapid but organized fashion. The warning time available in the event of an actual tornado is usually only a few minutes, so time is essential!

The designated assembly areas present the safest areas in the building. This may be due to safety from flying glass, structural stability (which offers the greatest amount of protection) and the presence of emergency lighting.

All employees are to immediately leave the cafeteria, all basement offices with glass windows and the upper floors of the building and proceed to the designated assembly areas using the designated evacuation stairwells. Do not exit the building unless instructed to do so by the emergency personnel.

After reaching the designated assembly area, the emergency wardens are responsible for closing all doors securing the assembly area. Employees are advised to kneel with hand clasped over head away from all exterior doors. This position will provide protection from flying and/or falling debris.

If, for some reason, you are trapped on one of the upper floors or in an office with glass windows, seek refuge in a hallway between the closed barrier doors or near an inside wall in the office in a kneeling position. Clasp your hands over your head and face away from all windows/doors.

Disabled personnel will be moved to the assembly area by the same personnel designated to aid them during an emergency evacuation.

If time permits, wardens will check all rooms and hallways in their area to see if everyone has exited.

The cafeteria and first floor lobby are to be avoided as a place of refuge due to the presence of large windows and open spaces.

Employees will not be able to use the elevator or escalators. Once the alarm is activated they will become non-operational.

All personnel are to remain in place until further instructions are received from the designated emergency personnel.

In Case of Medical Emergency

All employees may call 9-911 whenever they come upon a medical emergency they feel needs the attention of emergency personnel. The suggested steps to report a medical emergency are:

Call **9-911** -instruct emergency vehicles to come to front of building and up front walk to front door

Call Security - **2-7593** - instruct them to meet emergency vehicles and guide them to victim

Solicit a volunteer to hold the freight elevator on the first floor in the event a stretcher is needed.

All employees trained in CPR and first aid are encouraged to assist their fellow employees when the need arises.

PART VII



Illinois Department of Transportation

Office of Finance and Administration
2300 South Dirksen Parkway / Springfield, Illinois / 62764

APPLICABLE EEO LAWS

The federal and state EEO laws, rules and regulations that impact the Illinois Department of Transportation are identified. When there is a discrepancy between federal law and state or local law, the federal law supersedes unless the state or local law is more stringent.

FEDERAL:

The Civil Rights Act of 1866:

“All persons within the jurisdiction of the U. S. shall have the same right in every State and Territory to make and enforce contracts . . . as is enjoyed by white citizens . . .” (enacted by Congress pursuant to the enabling provision contained in Section 2 of the 13th Amendment).

The Civil Rights Act of 1871:

“Every person, who, under color of any statute, ordinance, regulation, custom or usage, of any State or Territory, subjects, or causes to be subjected, any citizen . . . to the deprivation of any rights, privileges or immunities secured by the Constitution and laws, shall be liable to the person injured. . .” (enacted by Congress pursuant to the enabling provision contained in Section 5 of the 14th Amendment).

The Equal Pay Act of 1963, amended 1972 and 1978:

The Act requires that male and female workers receive equal pay for work equal in skill, effort and responsibility, and which is performed under similar working conditions. The Act also prohibits reducing any employee’s wage in order to come into compliance with the Act.

In general, any employee who is covered by the minimum wage provisions of the Fair Labor Standards Act (FLSA) is protected by this Act. In addition, the Act was amended in 1972 to include some employees not covered by the FLSA, such as executives, administrators, and professionals, outside salespersons, teachers, and academic administrative personnel. Violation of this law, if determined to be intentional, can result in a back pay award covering a

period which begins three years prior to the date of filing and ends when the award is made.

Under the law, employers may have differences in wage rates based on: (1) a seniority system; (2) a merit system; (3) a system which measures earnings by quantity or quality of production, e.g. piece rate; (4) any other bona fide differential.

This Act is enforced by the Equal Employment Opportunity Commission (EEOC).

The Civil Rights Act of 1964, amended 1972 and 1978:

This Act bans discrimination in voting rights, public accommodations, public education and federally assisted programs.

Title VI of this Act says that no person in the U. S. shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

Title VII of the Act deals with employment and covers employers with 15 or more employees and is enforced by EEOC. As amended and expanded, it bans discrimination in employment on the basis of race, color, religion, sex, or national origin. Employers cannot discriminate in employment, promotions, wages, and terminations or in any other terms, conditions, or privileges of employment. Nor can an employer limit, segregate or classify employees or applicants by race, color, religion, sex, or national origin in any way that would adversely affect their employment status.

It is unlawful under the Act to retaliate against a person who has openly opposed an employer's discriminatory practices or who has filed a charge or assisted in an investigation of a charge.

In 1978 the Civil Rights Act was amended to prohibit sex discrimination based on pregnancy. It requires that women disabled due to pregnancy, childbirth and related medical conditions be provided the same benefits as those provided other disabled workers.

Intergovernmental Personnel Act of 1970:

This Act ensures the fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, or religious creed and with proper regard for their privacy and constitutional rights as citizens. The United States Civil Service Commission (USCSC) administers the Act. USCSC may recommend remedial action, including the termination of grants to states and local governments after they have been given reasonable notice and an opportunity for a hearing, if the program fails to comply with the provisions of the Act. However, actual enforcement authority rests with the grantor agency.

Rehabilitation Act of 1973:

This Act prohibits discrimination against people with physical or mental disabilities except where the disability would prevent them from performing the major responsibilities of the job. It also provides for affirmative action in the employment and advancement of qualified disabled people.

Section 503 requires federal contractors and their subcontractors to undertake affirmative action in the employment of qualified disabled individuals. The Office of Federal Contract Compliance Programs (OFCCP) has issued administrative guidelines and is responsible for monitoring compliance.

Back pay awards may be ordered in Section 503 suits.

Section 504 requires recipients of federal financial assistance to provide equal employment opportunity and equal service access to qualified disabled individuals. Executive Order 12250 requires each federal agency granting funds to issue Section 504 regulations and authorizes the Justice Department to coordinate Section 504 implementation. Section 504 confers a private right of action.

One significant feature of the Act is the requirement that all information obtained from medical examinations and pre-employment inquiries into a job applicant's physical or mental condition must be used in accordance with job-related standards. Physical and mental qualifications must be justified for every job to ensure that certain requirements do not screen out qualified disabled applicants.

The Rehabilitation Act requires employers to “make reasonable accommodations to the physical and mental limitations” of employees and applicants. This obligation includes both alterations in physical facilities and modifications in the structure or scheduling of a job.

Vietnam Era Veterans Readjustment Act of 1974:

This federal law requires employers to provide equal opportunity to Vietnam veterans and to disabled veterans of any era and to take affirmative action to ensure such opportunities.

The Age Discrimination in Employment Act (ADEA) of 1967, amended 1978 and 1986:

The ADEA applies to businesses with 20 or more employees. It prohibits age-based employment discrimination, including discrimination in the payment of compensation for employees who are forty years of age and older. Under the law, age cannot be the reason for paying one employee more than another. Neither can age be a reason for giving one person a job over another.

The ADEA provides for a bona fide occupational qualification (BFOQ) exception. Using age as a determining factor will be legal under the ADEA as long as age is a justifiable BFOQ. Nothing in the ADEA makes it unlawful to observe the terms of a bona fide seniority system.

Furthermore, a person in the protected age group cannot be denied a position because of his or her age. Neither can an employer reduce the wage rate of any employee to comply with the law.

In addition, the amendments ban involuntary retirement at any age for most employees, even if it is called for by an employer's pension plan. This means employers have to examine their personnel policies (and possibly amend them) to make sure they are in compliance with the law.

The Pregnancy Discrimination Act of 1978:

The Pregnancy Discrimination Act of 1978 requires companies employing 15 or more people to treat pregnant workers the same way they treat other workers who have medical disabilities and cannot work. The law prohibits job discrimination on the basis of pregnancy, childbirth or related disability. It guarantees equal treatment of disabilities, including pregnancy, birth or related medical conditions. Employers cannot fire employees because they

are pregnant or force them to take mandatory maternity leave. Employees must be granted the same health, disability and sick leave benefits as any other employee who has a medical condition. Employees must be given modified tasks, alternate assignments, disability leave or leave without pay (depending on your company's policy). Employees are allowed to work as long as they can perform their job and are guaranteed job security on leave. Employees continue to accrue seniority and vacation, and to remain eligible for pay increases and benefits. If a company does not provide job security or benefits to other employees, it does not have to provide them to a pregnant woman.

Age Discrimination in Employment Waiver Protection Act of 1989:

This bill, S. 54, as amended, will alter the Age Discrimination in Employment Act (ADEA) of 1967 to ensure that older workers are not coerced or manipulated into waiving their rights to seek legal relief under the ADEA.

The Waiver Protection Act provides that older workers may waive their ADEA rights in the absence of supervision only when settling a bona fide claim of age discrimination, which originated either by filing a charge with the EEOC, initiating a court action, or making a written allegation directly to the employer. Once there is a bona fide claim, the individual may settle the claim and waive ADEA rights without federal supervision as part of the settlement, provided certain basic protections are present when the waiver is executed.

Although the bill permits unsupervised waivers in limited circumstances, the use of unsupervised waivers is absolutely prohibited when no bona fide claim is present. This means employers may not use waivers as a condition of participation in early retirement or other exit incentive programs offered to a group or class of employees, unless the waiver is supervised by the EEOC or by a court. Furthermore, an individual waiver may not interfere with the EEOC's rights and responsibilities to enforce the ADEA, nor may such a waiver be used to interfere with the employee's protected right to file a charge or to participate in an EEOC investigation or proceeding.

Americans with Disabilities Act (ADA) of 1990:

This Act is comprised of five sections:

Title I specifies that an employer, employment agency, labor organization or joint labor-management committee may not discriminate against any qualified individual with a disability in regard to any term, condition, or

joint labor-management committee may not discriminate against any qualified individual with a disability in regard to any term, condition, or privileges of employment. Employers are also obligated to provide reasonable accommodation unless it would result in an undue hardship on the business.

Title II makes applicable the prohibition against discrimination on the basis of disability to all programs, activities, and services provided or made available by state and local governments or instrumentalities or agencies thereto, regardless of whether or not these entities receive federal financial assistance. It also extends coverage to all public entities that provide public transportation, whether or not they receive federal aid.

Title III extends the prohibition against disabilities discrimination to privately operated public accommodations and prohibits discrimination in public transportation services provided by private entities.

Title IV will provide to hearing-impaired or speech-impaired individuals telephone services that are functionally equivalent to those provided to hearing individuals.

Miscellaneous provisions are found in Title V which include the following:

- a construction clause explaining the relationship between the provisions in the ADA and the provisions in other federal and state laws;
- a construction clause explaining that the ADA does not disrupt the current nature of insurance underwriting;
- a prohibition against retaliation;
- a clear statement that states are not immune from actions in federal court for a violation of the ADA;
- authority to award attorney's fees;
- a directive to the Attorney General, with the assistance of other federal agencies, to assist entities covered under the ADA in understanding their responsibilities;
- a clear statement that the term "disabled" or "disability" does not apply to an individual solely because that individual is a transvestite;

- a statement that both the House and Senate are covered by the ADA;
- a statement that persons using illegal drugs are not protected by the ADA; however, a person who has been successfully rehabilitated and is no longer a user of illegal drugs is covered by the definition of “disability;”
- a nonexhaustive list of disorders which are not considered “disabilities” under the ADA; and
- amendments to the Rehabilitation Act of 1973 making it clear that current users of illegal drugs are not covered by that Act.

The Civil Rights Act of 1991:

The purpose of the Civil Rights Act (CRA) of 1991 is to provide additional remedies to protect against and to deter unlawful discrimination and harassment in employment. In addition, it reverses several Supreme Court decisions that weakened federal antidiscrimination laws.

The most significant aspects of the law include the following:

- This act allows for compensatory and punitive damages and jury trials when intentional employment discrimination can be shown with respect to one of the Title VII protected classes or with respect to protection offered by the Americans with Disabilities Act or the Rehabilitation Act. It places caps on the amounts that can be awarded and prohibits use of different cut-off scores based on race in employment tests. Codified the statistically defined adverse impact definition of discrimination and states that employer must prove a close connection between disparate impact and the ability to actually perform the job in question. This law also clarifies that discrimination is established when race, color, religion, sex or national origin is a motivating factor for any employment practice, even though other factors also motivated the practice.

The Family and Medical Leave Act (FMLA) of 1993:

The FMLA, effective August 5, 1993, allows you to take either family leave or medical leave, or both, for up to a total of 12 weeks per year. Your job is protected if you are on family or medical leave and not out for more than 12

weeks in a year. In order to qualify under the FMLA you must have worked for your employer for at least 12 months and for at least 1,250 hours during the last year under the FMLA. After you have taken more than 12 weeks off in a year, your employer is not required to reinstate you. Employers may provide up to 12 weeks of unpaid job-protected leave in any 12-month period for the following reasons:

1. To care for a newborn child.
2. To care for an adopted or foster child.
3. To care for a seriously ill spouse, child or parent.
4. Because of an employee's own serious health condition.

Employers may require the following from employees requesting a leave under the FMLA:

1. Use their personal leave, paid vacation, or sick time for any part of the 12 weeks.
2. Provide medical documentation verifying serious health problems for either themselves or family member.
3. Provide notice 30 days prior to leave.

Employers must:

1. Maintain coverage under any group health plan.
2. Guarantee other benefits provided.
3. Offer the same or equivalent position when they return to work.

Executive Orders:

Executive Order 11141:

This Presidential Executive Order declares it a policy of the Executive Branch that government contractors not discriminate on the basis of age.

Executive Order 11246:

This Order forbids discrimination because of race, color, religion, sex, or national origin.

It bans discrimination by employers who have contracts of \$10,000 or more with the federal government. Companies with contracts of \$50,000 or more and at least 50 employees are required to have written affirmative action plans.

Executive Order 11375:

This order amends Executive Order 11246 to include the following:

SECTION 101 of Part I concerning nondiscrimination in government employment is revised to read as follows:

SECTION 101. It is the policy of the government of the United States to provide equal opportunity in federal employment for all qualified persons, to prohibit discrimination in employment because of race, color, religion, sex or national origin, and to promote the full realization of equal employment opportunity through a positive, continuing program in each executive department and agency. The policy of equal employment opportunity applies to every aspect of federal employment policy and practice.

SECTION 104 of Part I is revised to read as follows:

SECTION 104. The Civil Service Commission shall provide for the prompt, fair, and impartial consideration of all complaints of discrimination in federal employment on the basis of race, color, religion, sex, or national origin. Procedures for the consideration of complaints shall include at least one impartial review within the executive department or agency and shall provide for appeal to the Civil Service Commission.

STATE:

Illinois Human Rights Act of 1980, amended 1986:

An Act to promote the public health, welfare, and safety of the people of the State of Illinois by preventing unlawful discrimination in employment, real property transactions, access to financial credit and public accommodations, by authorizing the creation of a Department of Human Rights to enforce, and a Human Rights Commission to adjudicate allegations of unlawful discrimination, and by making uniform the law with reference to unlawful discrimination through the additional amendments and repeal of various Acts.

- (A) Freedom from Sexual Harassment in Employment and Unlawful Discrimination and Sexual Harassment in Higher Education. To secure for all individuals within Illinois the freedom from discrimination because of race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental handicap, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations; and to prevent sexual harassment in employment; and to prevent sexual harassment in higher education.
- (B) Equal Opportunity/Affirmative Action. To establish Equal Opportunity and Affirmative Action as the policies of this state in all of its decisions, programs, and activities, and to ensure that all state departments, boards, commissions, and instrumentalities rigorously take affirmative action to provide equality of opportunity and eliminate the effects of past discrimination in the internal affairs of state government and in their relations with the public.

Policy Act 88-0498:

This Act states that:

In any meeting, investigation, negotiation, conference, or other proceeding between a state employee and an Equal Employment Opportunity officer, a State employee (1) who is not covered by a collective bargaining agreement and (2) who is the complaining party or the subject of such proceeding may be accompanied, advised and represented by (1) an attorney licensed to practice law in the State of Illinois or (2) a representative of an

employee organization whose membership is composed of employees of the State and of which the employee is a member.

Executive Order 15

Executive Order 15 calls for the creation of a recruitment program affecting all state agencies to ensure their workforce reflects the diversity of the Illinois labor force. The Department of Human Rights, Central Management Services, Employment Security and other state agencies are required to develop a recruitment plan to reach all populations during efforts to fill vacancies.

This Order also requires agency heads to inform their respective management staff of the Governor's commitment and goal to attain a diversified work force in state government.

Executive Order 16

Executive Order 16, which prohibits sexual harassment, discusses the standard for supervisory liability under recent Supreme Court decisions where a tangible adverse employment action results or a hostile work environment exists. The Order emphasizes the importance of employer action to prevent and promptly respond to allegations of sexual harassment in the work place.

Each agency is required to adopt and implement a Sexual Harassment Policy. The policy must be disseminated to each employee. A training program must be developed for all employees, which explains the recourse available to employees who have been subject to harassment and to address the need for a speedy and thorough response to a sexual harassment complaint.

PART VIII



Illinois Department of Transportation

Memorandum

To:

From: Nell R. Clay

Subject: Interview Rating Sheet

Date:

Attached is the Interview Rating Sheet for the vacant position in your area.

Please ensure that the Interview Rating Sheet is utilized during the course of the interviews. The name of all applicants should be included on the sheet even if they withdrew from the interview.

Commencing July 1, 1994, this form will be included with the two (2) complete and identical interview packets submitted to the Bureau of Personnel Management. Personnel will forward one of the packages to the Civil Rights Office. This sheet should also be used for code position interview packets and positions posted within the district/division only.

Since IDOT is an Equal Employment Opportunity Employer, and there are affirmative action goals set for Blacks, Hispanics, Women, Asian Americans, Disabled individuals and Native Americans, I am sure you will make every effort to hire/promote qualified protected class applicants.

Your cooperation in this matter is greatly appreciated. Should you have any questions, please do not hesitate to contact me at (217) 782-2762.

Attachments



Introduction

The EEO Statistics on the Interview Rating Sheet represent the number of protected class group members employed by an Office, Division or District within a particular EEO job category. The monitoring of EEO job categories as established by the U.S. Equal Employment Opportunity Commission is accomplished through the use of the following categories: Official/Administrator, Professional, Technician, Para-Professional, Protective Services, Office/Clerical, Skilled Craft and Service Maintenance (attached are the job titles by EEOC job categories for Technical and Code Employees).

The Illinois Department of Human Rights has determined that Blacks, Hispanics, Females, Asian/Pacific Islanders, Disabled Individuals and Native Americans/Alaskan Natives are underrepresented in the workforce of Illinois government. Consequently, the Department has been mandated to monitor and report its progress in achieving employment parity among all IDOT Personnel. To that end, the Interview Rating Sheet and the Candidate Evaluation Form must be utilized when hiring or promoting personnel through the competitive interview process.

Located on each of the required EEO Reports is a variety of information needed to enhance the competitive interview process.

Upon receipt of the Interview Rating Sheet note the heading "Underutilized" and if a "YES" or "NO" is located in the spaces below it. A "YES" means that the hiring Bureau is considered deficient and should exercise increased scrutiny when reviewing protected class applicants during the actual interview process and prior to final candidate selection. A "NO" means the hiring Bureau is in compliance with target levels of protected class members for this specific job category in the hiring Bureau. Still a level of scrutiny should be exercised when reviewing protected class applicants during the interview process.

The heading "Current Utilization" is reduced further by two subheadings: "Bureau," which represents the hiring Bureau and "Off ice/Division/District," which represents where the hiring Bureau is located within the Department. The numbers found in these spaces reflect the number of protected class group members that are employed as full-time permanent employees of the hiring Bureau and in the Office/Division/District within the EEO job category listed.

The headings "Quarterly Target" and "Annual Target" are also made up of two subheadings, "Bureau" and "Central Office/District." The numbers located in these spaces reflect the number of protected class group members needed to meet the quarterly and annual targets or goals for the hiring Bureau and organizational entity within the listed EEO job category. Parity ("P") means that protective class group members employed in the hiring Bureau equal the rate of protected class group members in the labor market for the listed EEO job category.

A manager in the hiring Bureau should not only review its Bureau's hiring status for protected class groups, but should also discuss the overall EEO employment picture with respect to its Office, Division or District with his/her immediate supervisor. Parity in and of itself does not necessarily remove the responsibility of a manager to continue to strive to achieve Affirmative Action throughout all phases of the Department.

Note: Please be advised that if underrepresentation is present in any area of the Department, special emphasis must be made to overcome this for protected class groups.

Instructions for Completing the Interview Rating Sheet

General

The Civil Rights Office shall enter the figures for the Bureau's current utilization and the Bureau's EEO/AA goal on the Interview Rating Sheet and send them to the originating office. The Civil Rights Office will also indicate the position title, EEO job category, where the position is located and whether or not the hiring Bureau is underutilizing Blacks, Hispanics, Females, Asian/Pacific Islander, Disabled Individuals or Native American/Alaskan Natives, prior to forwarding to the hiring official. The originating office should then make copies of the Interview Rating Sheet for all members of the interview team. Thus, the Civil Rights Office will be the only office which maintains a supply of this form.

Once the interviews are concluded and a selection has been made, the Interview Rating Sheets from each interviewer are to be forwarded to the Civil Rights Office for review. No appointments shall be made until the selection has been reviewed by the Civil Rights Officer.

Candidate Evaluation Form

One designated person from the originating office who is on the interview team must:

1. Enter the name, race, sex and social security number of the person interviewed and the Office/Division/District, Bureau, position title and position number.
2. Enter the hiring criteria for each rated area.
3. Indicate whether the candidate was selected by circling either "selection" or "non-selection."
4. Enter a clear and concise reason for selection or non-selection in the space provided.

Note: Non-definitive explanations of reasons for selection or non-selection will not be accepted by this office and the forms will be returned to the appropriate hiring officials for correction. Comments should accurately assess each candidate's overall ability to perform the mandates of the position based upon the position description and the specific skills and knowledge required to successfully perform. For example, comments such as "lacks technical knowledge and/or experience," "not as well-qualified as the candidate selected," "poor communication skills," "lacks problem solving abilities," will not be accepted. Comments should contain definitive explanations in each area rated, such as listing the specific strengths and weaknesses of each candidate, i.e. "candidate possesses strong oral communication skills, but is deficient in his/her writing skills," "candidate does not possess the math skills needed for this position."

Interview Rating Sheet

1. One designated person from the originating office must enter the predetermined areas to be evaluated or rated in the column entitled "Rated Areas" and the weight of each area under "Value". The "Rated Areas" and "Value" are defined prior to the interview. In addition, indicate the name of each person to be interviewed.
2. During the interview process, each interviewer will rate each candidate on the predetermined areas, record the ratings under the candidate's name corresponding with the area being rated and total the values.
3. Each interviewer must sign his/her "Interview Rating Sheet."



Interview Rating Sheet

Position Title: _____
EEO Job Category: _____ Office/Division or District: _____

Under-utilized Yes/No	Current Utilization		Quarterly Target		Annual Target	
	Bureau	Off./Div./Dst.	Bureau	Central Off./Dst.	Bureau	Central Off./Dst.
Female	_____	_____	_____	_____	_____	_____
Black	_____	_____	_____	_____	_____	_____
Hispanic	_____	_____	_____	_____	_____	_____
Disabled	_____	_____	_____	_____	_____	_____
Asian/Pacific Islander	_____	_____	_____	_____	_____	_____
Native American/Alaskan Native	_____	_____	_____	_____	_____	_____

Rated Areas	Value														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

1. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
4. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
5. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
6. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
7. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
8. _____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____

Total _____

450

4.

6.

8.

Total

Value

— 30

- 29

28-

421

CO

10

2

2

21

20

- 9

22

en

was

ted



			Race	Sex	Date
Candidate Name			Social Security No.		
Office/Division/District		Bureau			
Position Title			Position Number		
<p>*In using the Candidate Evaluation Form: (a) Prior to the interview, complete the "Hiring Criteria" and "Percent Weight" sections of the form; (b) Following the interview, use the "Comments" space to indicate experience or qualifications the candidate possesses related to each hiring criteria; (c) Average the "Points" from the interview questionnaire for each hiring criteria or indicate a numerical "Rating" for each hiring criteria; (d) Calculate the "Weighted Score" for each hiring criteria by multiplying the Percent Weight" by the "Points/Rating"; and (e) Calculate the "Overall Score" by summing the Weighted Scores" for each of the hiring criteria.</p>					
			Percent Weight	PTS RTG	WTD Score
Hiring Criteria					
Comments					
Hiring Criteria					
Comments					
Hiring Criteria					
Comments					

NAME:

	Percent Weight	PTS RTG	WTD Score
Hiring Criteria			
Comments			
Hiring Criteria			
Comments			
Hiring Criteria			
Comments			
Reasoning for selection or non-selection (circle one):			
Affidavit "I certify that the hiring Criteria and interview questions related to this employment decision were developed prior to initiating the candidate interview process. Furthermore, I certify that political party affiliation, support or lack thereof were not discussed or considered at any point in the interview process."			
Interviewing Officer(s) (Typed)			Overall Score
Interviewing Officer(s) Signature(s)		Title(s)	Date



Illinois Department of Transportation

Office of Finance and Administration□
2300 South Dirksen Parkway/Springfield, Illinois/62764□

Our records indicate that you recently separated from a position with the Department. We appreciate your assistance in completing the enclosed questionnaire which will give us a chance to share your opinions and perceptions of the Department as an employer.

The Department strives to provide a progressive and equitable salary program, meaningful employee training courses, and a management philosophy that will ensure a productive and positive working relationship between the employee and supervisor.

You are now in a unique position to let us know how we did in these areas. We value your opinion. Please take time to complete the questionnaire and return it to us as soon as possible. A pre-addressed, postage-paid return envelope is enclosed for your convenience.

Please be assured that individual comments will be held in the strictest confidence.

Thank you for your important assistance.

Sincerely,

Nell R. Clay
Civil Rights Officer

Enclosures



Illinois Department of Transportation

Exit Interview

Each employee is asked to complete this questionnaire upon separation from IDOT. The employee should place the completed questionnaire in the pre-addressed, postage paid envelope which is addressed to the Department's Civil Rights Officer. The Civil Rights Officer will keep the questionnaire in a confidential file for possible review by the Illinois Department of Human Rights and/or federal authorities. The completed questionnaire will not be placed in the employee's personnel file.

Name (Optional)		Title		Office/Division/District	
Bureau		Age	Sex		Race
Date Hired	Separation Date		Starting Salary		Present Salary
Reason for leaving? <input type="checkbox"/> Resignation <input type="checkbox"/> Discharge <input type="checkbox"/> Transfer <input type="checkbox"/> Retirement					
Do you believe you have personally experienced any discrimination because of race, sex, color, age, national origin or disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Are you aware of instances where others have been discriminated against because of race, color, sex, age, national origin or disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, please comment: _____					
Do you have a medical condition that could be considered a disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, were all areas of your work environment accessible? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Have you ever requested an accommodation due to your disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, was it granted? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Please provide comments: _____					

How do you rate your experience with the Department?

	Excellent	Satisfied	Fair	Dissatisfied	Not Applicable
The Job					
1. The opportunity to use your abilities and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Recognition for the work you did	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The amount of responsibility you were given	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Your sense of accomplishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The training opportunities provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The promotional opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. IDOT as a place to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments about the job: _____

Your Supervisors

Excellent Satisfied Fair Dissatisfied Not Applicable

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Your supervisor's awareness and understanding of your problems | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Your supervisor's interest in your career development | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Your supervisor's review of performance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. The opportunity to talk with your supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Your supervisor's overall performance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Comments about your Supervisors: _____

Policies and Procedures

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Promotional policies and procedures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Overtime policies and procedures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Performance review policies and procedures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Labor Relations, policies and practices | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. EEO/AA policies and procedures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Salary Plan | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Other (please specify) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Comments on policy and procedure: _____

Additional Comments:

APPENDIX

Illinois Department of Transportation

Position Titles by EEOC Category

Official/Administrator

Technical Position Title	Code Position Title
Chemist IV,V	Public Service
Civil Engineer IV-X	Sr. Public Service Admin
Electrical Engineer V	
Geologist IV	
Landscape Architect IV	
Realty Specialist IV, V	
Technical Advisor VI, VII	
Technical Manager IV-X	
Urban Planner IV- VI	
Land Surveyor V	

Professional

Technical Position Title	Code Position Title
Aircraft Tech II	Accountant
Cartographer III	Accountant Advanced
Chemist I-III	Accountant Supervisor
Civil Engineer Trainee	Admin Assistant I, II
Electrical Engineer I-IV	Aircraft Pilot II
Engineering Tech IV, V	Executive I, II
Geologist II, III	Govtl Career Trainee
Landscape Architect II, III	Human Resources Specialist
Management Tech IV	Human Resources Rep.
Technical Manager II, III	Info Services Intern
Photogrammetrist III, IV	Info Syst Analyst I-III
Realty Specialist II, III	Info Syst Exec I, II
Technical Advisor III-V	Info Services Specialist I, II
Urban Planner II, III	Instrument Designer
Land Surveyor III-IV	Internal Auditor
	Internal Auditor Trainee
	Methods & Proc Adv I-III
	Nurse I, II
	Public Admin Intern

Technician

Technical Position Title	Code Position Title
Aircraft Tech I	Aircraft Pilot I
Engineering Tech II, III	Account Tech I, II
Cartographer I, II	Account Tech Trainee
Geologist I	Aircraft Dispatcher
Landscape Architect I	Aircraft Lead Dispatcher
Management Tech II, III	Data Proc Admin Spec
Photogrammetrist I, II	Data Proc Technician
Realty Specialist I	Data Proc Tech Trainee
Technical Advisor I, II	Data Proc Specialist
Urban Planner I	Graphic Arts Technician
Oper Comm Spec I, II	Human Resources Trainee
Land Surveyor I, II	Hwy Const Supv I, II
	Microfilm LabTech I, II
	Photographic Tech II, III
	Plant Maint Engineer I, II
	Process Camera Opr II, III
	Programmer II-IV
	Safety Resp Analyst
	Safety Resp Analyst
	Supv Veh Test Comp Ofcr
	Vehicle Compliance Inspector

Protective Service

Technical Position Title	Code Position Title
	Admin Security Guard I, II

Para Professional

Technical Position Title	Code Position Title
Engineering Aide I	Executive Secretary I-III
Engineering Tech I	Human Resources Assistant
Management Tech I	Human Resources Associate
Oper Comm Spec Trainee	Office Administrator III-V
	Office Coordinator
	Office Specialist

Office/Clerical (All Code)

Position Title	Position Title
Account Clerk I, II	Office Aide
Comm Dispatcher	Office Associate
Data Proc Assistant	Office Clerk
Microfilm Operator I-III	Office Occupations Tm
Office Administrator I, II	Prop & Supply Clk I-III
	Repro Serv Tech I
	Switchboard Opr I-III
	Vehicle Permit Evaluator

Skilled Craft (All Code)

Position Title	Position Title
Automotive Mechanic	Hwy Const Equip Opr
Aviation Parts Coord	Plumber
Bridge Maint Supervisor	Power Shovel Opr Maint
Bridge Mechanic	Repro Serv Supv I, II
Carpenter	Sign Painter
Carpenter Foreman	Sign Shop Foreman
Cement Finisher	Stationary Engineer
Construction Supv I, II	Steamfitter
	Repro Serv Tech II,III

Service Maintenance

Code Position Title	Code Position Title
Auto Mechanics Helper	Lock & Dam Tender
Auto Parts Warehouse I-III	Maintenance Equip Opr
Bridge Tender	Maint Wrk Power Plant
Deck Hand	Sign Hanger
Ferry Operator I, II	Sign Hanger Foreman
Hwy Maintainer	Sign Painter Helper
Hwy Maint Lead Worker	Silk Screen Operator
Supv Janitor I, II	Storekeeper I-III
Labor Maint Lead Worker	Stores Clerk
Laborer	Vehicle Serv Wrk Tm
Laborer Maintenance	

Technical Position Title

**ILLINOIS DEPARTMENT OF TRANSPORTATION
COUNTIES BY DISTRICT**

District I

Cook
DuPage
Kane
Lake
McHenry
Will

District II

Boone
Bureau
Carroll
DeKalb
Henry
Jo Daviess
Lee
Ogle
Rock Island
Stephenson
Whiteside
Winnebago

District III

Ford
Grady
Iroquois
Kankakee
Kendall
LaSalle
Livingston
Marshall
McLean
Putnam
Woodford

District IV

Fulton
Henderson
Knox
McDonough
Mercer
Peoria
Stark
Tazewell
Warren

District V

Champaign
Clark
Coles
Cumberland
Desitt
Douglas
Edgar
Macon
Moultrie
Piatt
Shelby
Vermillion

District VI

Adams
Brown
Cass
Christian
Hancock
Logan
Macoupin
Mason
Menard
Montgomery
Morgan
Pike
Sangamon
Schuyler
Scott

District VII

Clay
Crawford
Edwards
Effingham
Fayette
Hamilton
Jasper
Jefferson
Lawrence
Marion
Richland
Wabash
Wayne
White

District VIII

Bond
Calhoun
Clinton
Greene
Jersey
Madison
Monroe
Randolph
St. Clair
Washington

District IX

Franklin
Gallatin
Hardin
Alexander
Jackson
Johnson
Massac
Perry
Pope
Pulaski
Saline
Union
Williamson

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
COUNTIES BY REGION**

Region I

Cook
DuPage
Grundy
Kane
Kendall
Lake
McHenry
Will

Region II

Boone
Carroll
DeKalb
Jo Daviess
Lee
Ogle
Stephenson
Whiteside
Winnebago

Region III

Bureau
Henderson
Herny
Knox
Mercer
Rock Island
Stark
Warren

Region IV

Fulton
Mason
Peoria
Tazewell
Woodford

Region V

Kankakee
LaSalle
Livingston
Marshall
McLean
Putnam

Region VI

Champaign
Douglas
Ford
Iroquois
Vermillion

Region VII

Christian
DeWitt
Logan
Macon
Maquoupin
Menard
Montgomery
Piatt
Sangamon

Region VIII

Adams
Brown
Calhoun
Cass
Green
Hancock
Jersey
McDonough
Morgan
Pike
Schuyler
Scott

Region IX

Bond
Clinton
Madison
Monroe
St. Clair
Washington

Region X

Clark
Clay
Coles
Crawford
Cumberland
Edger
Effingham
Fayette
Jasper
Lawrence
Marion
Moultrie
Richland
Shelby

Region XI

Alexander
Edwards
Franklin
Gallatin
Hamilton
Hardin
Jackson
Jefferson
Johnson
Massac
Perry
Pope
Pulaski
Randolph
Saline
Union
Wabash
Wayne
White
Williamson

ILLINOIS DEPARTMENT OF TRANSPORTATION HIGHWAY DISTRICTS

